

The Report ON THE Status OF Women and Girls IN CALIFORNIA™

2016 Fifth
Anniversary
Edition

PREPARED BY

Mount 
Saint Mary's
University
LOS ANGELES

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About Mount Saint Mary's University

Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equity, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, Mount Saint Mary's provides year-round, flexible and online programs at the undergraduate and graduate level. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active, global citizens who use their knowledge and skills to better themselves, their communities and the world. msmu.edu



A Message from the President



Two decades ago, public and private sector leaders from across the globe gathered in Beijing, China, to pledge their singular commitment to global gender equality: The opportunity for all women and girls to contribute freely in all facets of life.

It was during that 1995 event, the United Nations' Fourth World Conference on Women, that then-U.S. First Lady Hillary Clinton issued her memorable declaration that "Human rights are women's rights. And women's rights are human rights."

That belief is the driving force behind the Report you hold in your hands. When women and girls are held back — when they are not afforded full opportunity to engage in society — we all suffer for it, and we collectively fall short of our greatest potential as families, as communities, as a society.

At Mount Saint Mary's University, we believe that when women flourish, we all flourish. We also believe in the power of data-driven social change. That is why, back in 2012, we created this first-of-its-kind Report on the Status of Women and Girls in California™.

As we worked on this year's fifth anniversary edition of the Report, we asked ourselves: How much has changed? We certainly have successes to celebrate, but the short answer is: too little.

Yet I am optimistic. Women have so much to contribute, and, increasingly, those contributions cannot be denied. I know this because I witness it every day in the determination, creativity and passion of the young women here at Mount Saint Mary's. They know what it takes to overcome obstacles; more than half of our students are among the first in their families to go to college. Now, they are emerging leaders equipped to effect change — for their families, their communities and the world.

I am grateful for our students, for they serve as the inspiration for all of our work focused on gender equity. I am grateful for our founders, the Sisters of St. Joseph of Carondelet, who taught us that women are capable of anything. I am grateful for our talented and tireless faculty who compile and publish this groundbreaking Report. And I am thankful for all who read this research and are motivated to take action, to find their own ways to make California a more equitable and prosperous place to live.

To compare California's gains with global progress since that historic 1995 gathering of women in Beijing two decades ago, I highly recommend reading *No Ceilings: The Full Participation Report*, published by the Bill & Melinda Gates Foundation and the No Ceilings Initiative of the Clinton Foundation.

For those who want to make a difference here in our home state and in your local communities, I urge you to share this Report widely, especially to those policymakers — and policy advocates — who can use this research in their efforts. The Report is available in full on our website at msmu.edu/statusofwomen.

With warmest regards,

A handwritten signature in black ink that reads "Ann McElaney-Johnson". The signature is fluid and cursive, with the first name "Ann" being particularly prominent.

Ann McElaney-Johnson



Report Highlights

This is the fifth edition of the Report on the Status of Women and Girls in California produced by Mount Saint Mary's University, Los Angeles. In this fifth anniversary year, we seek to continue to bring attention to both the triumphs and the challenges faced by the women and girls of California.

As part of the mission of our founders, the Sisters of St. Joseph of Carondelet, we work to empower women to reach their full potential. In keeping with that mission, our University is a catalyst for the promotion of women's issues. By celebrating successes and exposing inequities in this Report, we hope to enlighten the public and policymakers about conditions faced by women and girls and encourage positive reforms that will allow girls and women to thrive in healthy lives that honor their talents and passions.

This edition utilizes the most recent original research available — including the U.S. Census' 2014 American Community Survey, which was released in the fall of 2015. In addition, this year's Report includes a "Then & Now" look at the progress, or lack thereof, in key areas affecting the lives of women and girls compared to past benchmarks. This year's research also notes recent policy efforts to effect change, and each section utilizes the most recent available research. To be sure, progress has been achieved in some areas; however, troubling gender gaps continue. It is our hope that this Report will help California progress toward a more just society.

Below are notable highlights from this Report. For a more complete breakdown of key data, see our Overview summary at msmu.edu/statusofwomen.

Demographics: The United States and California are becoming more multi-racial. Across the United States, California has the largest number of residents identifying with two or more races; the percentage of Californians identifying with two or more races has increased at statistically significant rates over the past decade.

Education: In California, 53% of all undergraduate college degrees (including associate's degrees) are held by women. At the post-graduate level, 52% of master's degrees, 44% of professional degrees and 39% of doctorates are held by women. While women hold a majority of the degrees at the associate's, bachelor's and master's levels, they hold fewer than half of the professional and doctorate degrees.

Employment and Earnings: The gender wage gap for full-time, year-round workers in California is 84 cents on the dollar, with California women on average earning approximately \$8,000 a year less in compensation. The gender wage gap in California is less than the national wage gap, which was 79 cents on the dollar. Women of color are hit particularly hard by wage inequities: they earn less than white women and markedly less than white men.

Poverty: More than 6.3 million Californians are living below the federal poverty level (FPL). Eighteen percent of women and girls and 15% of men and boys live below the FPL. For females of color, the rate is much higher. As educational attainment increases, the percentage of individuals and families living in poverty decreases.

Film and Television: Women continue to be underrepresented both on-screen and off-screen. When women occupy key roles as producers, directors or creators, they help bring more women into roles throughout the industry.

Women and Business: While women either own or equally co-own nearly half of California's firms, these firms account for only 35% of the paid workforce and 10% of business receipts. However, the economic impact of California's women-owned businesses continues to grow, with a 9% increase in the number of firms over the past year and a 10% increase in business receipts.

Political Representation: In 2015, the California Legislature had the fewest number of women serving since 1998. But despite lagging parity in representation, California women legislators have taken the lead in achieving notable gains with a series of bills that benefit the lives of women and their families.

Physical Health: California women have a longer life expectancy than the national average. However, among California women there are racial, ethnic and socioeconomic disparities that persist in many categories. The state's Maternal Mortality Rate has declined dramatically over the last decade. For the nation, maternal deaths show the opposite trend.

Mental Health: The rate of Serious Psychological Distress (SPD) among California women is significantly higher than for women across the nation. This difference is particularly striking among adults 18 to 64 years of age, where the prevalence of SPD is highest. While more women than men tend to report SPD, fewer California women than men are enrolled in community mental health programs.

Violence: Women are disproportionately affected by crimes of sexual violence and harassment, verbal and emotional abuse, and human trafficking. In 2014, there were 156,000 domestic violence-related calls to law enforcement agencies in California. Approximately 43% of these calls involved a weapon.

Veterans and Women in the Military: The number of women veterans in California decreased by 2% from 2013 to 2014. While the number of veterans is decreasing, the percentage of veterans who are women has been identified as the fastest-growing demographic in the veteran population. Female veterans may also have unique needs in terms of medical assistance and housing, especially where children are involved.

Demographics

California is the nation's most populous state with 12% of the U.S. population residing here.¹

U.S. population 318,857,056
U.S. women and girls 161,966,955



California population 38,802,500
California women and girls 19,538,043



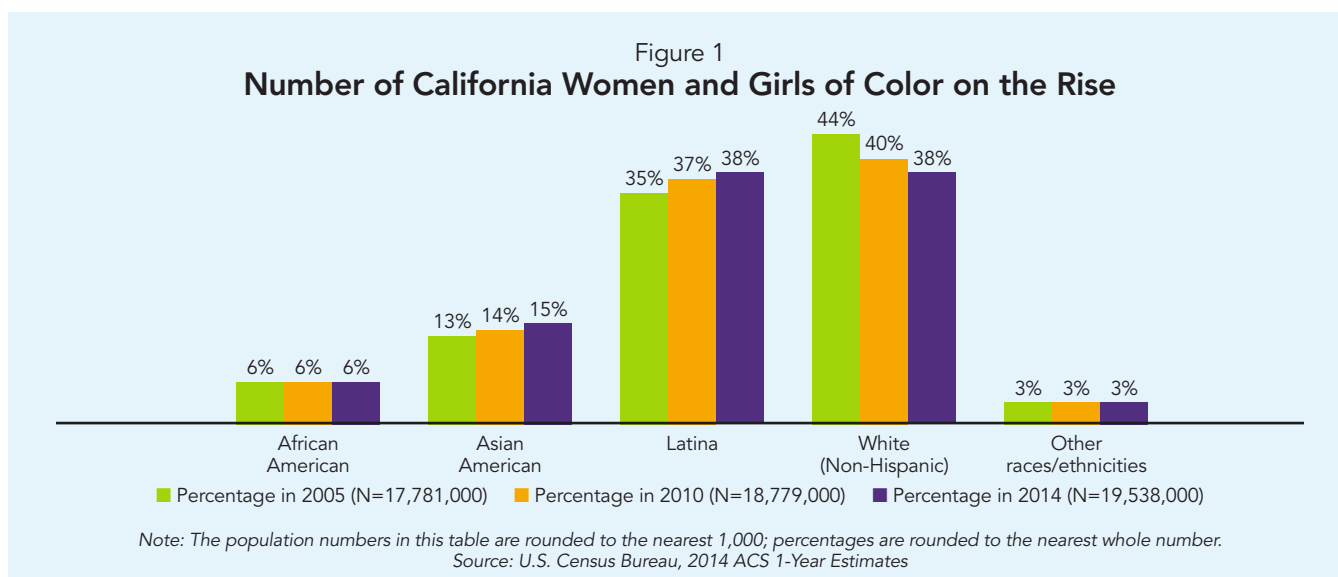
THEN & NOW

In 2005, there were 17.8 million California women and girls; in 2012, there were 18.8 million and today there are 19.5 million. Then, as now, females² comprised 50% of California's population.



Race and Ethnicity

California's women of color have increased from 56% of its female population in 2005 to 62% in 2014.³

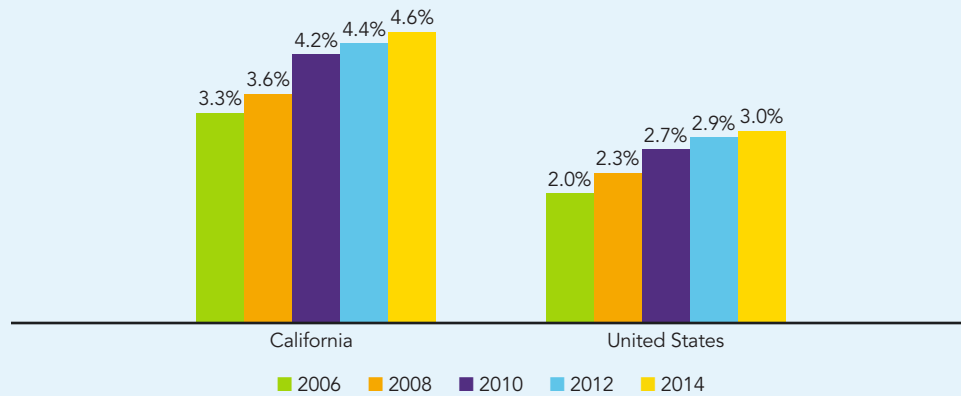


In 2014, Latinas and whites of non-Hispanic origin each comprise 38% of the female population in California. For comparison, Latinas and white women account for 17% and 62% of the national population.⁴ The increase in women of color in California is driven in large part by the increase in Latina and Asian-American populations; the proportion of African-American women has remained largely constant since 2005.

The United States and California are becoming more multi-racial. Across the U.S., California has the largest number of residents identifying with two or more races⁵ and this number has increased at a statistically significant rate over the past decade (Figure 2).⁶

- 1 U.S. Census Bureau. 2014 American Community Survey 1-Year Estimates. Table S0101: Age and Sex. <http://factfinder.census.gov>
- 2 In this Report, "females" is defined to include women and girls of all ages. "Women" and "men" will be used for adults of each gender, while "girls" and "boys" will be used for children of each gender. The age of adulthood varies by source, with 18 the most common cut-off age.
- 3 U.S. Census. 2014 ACS 1-Year Estimates. Table B01001 for total; B01001B for African American; B01001D for Asian American; B01001H for white (non-Hispanic); B01001I for Latinas: Sex by Age. <http://factfinder.census.gov>
- 4 Ibid.
- 5 U.S. Census. (September 2012). The Two or More Races Population: 2010 Census Briefs (C2010BR-13). N.A. Jones and J. Bullock. <http://www.census.gov/prod/cen2010/briefs/c2010br-13.pdf>
- 6 U.S. Census. ACS 1-Year Estimates. Table S0501: Selected Characteristics of Native and Foreign-Born Populations. <http://factfinder.census.gov>

Figure 2
More Californians Identify as Two or More Races⁷



Source: U.S. Census Bureau, 2010 Census Briefs.

THEN & NOW

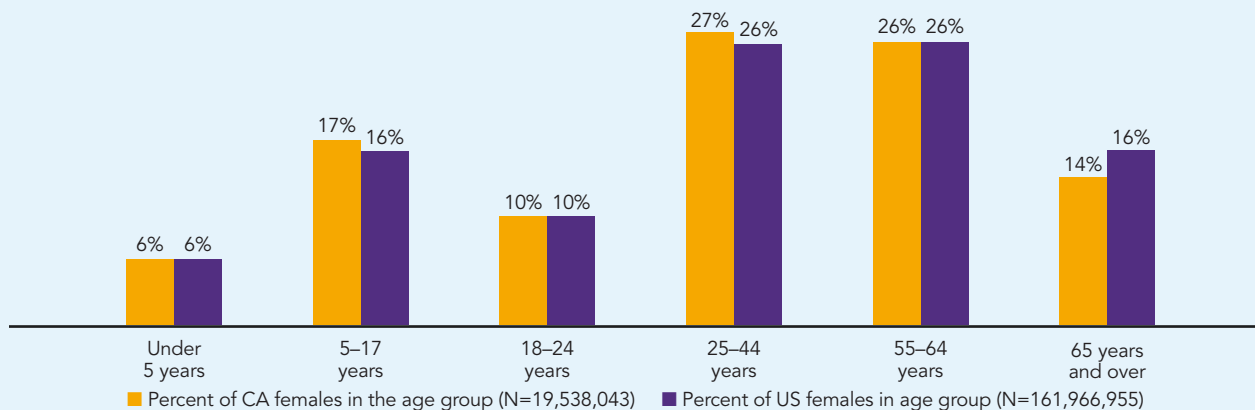
The face of the California woman may be of any race, but is increasingly of Hispanic origin. In 2005, 44% of the female population was white (not of Hispanic origin) and 35% identified as Latina; in 2014, the white and Latina populations each comprise 38% of the female population. Based on the trend of increasing women of color in the state, Latinas are poised to become the largest ethnic group in California in the next year.⁸



Age

Compared with the nation, California women are younger (median age of 37.1 years versus 39.0 years); they are slightly more likely to be under 18 years and less likely to be over 65 years of age.

Figure 3
One-Third of California Females are Under Age 25⁹



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

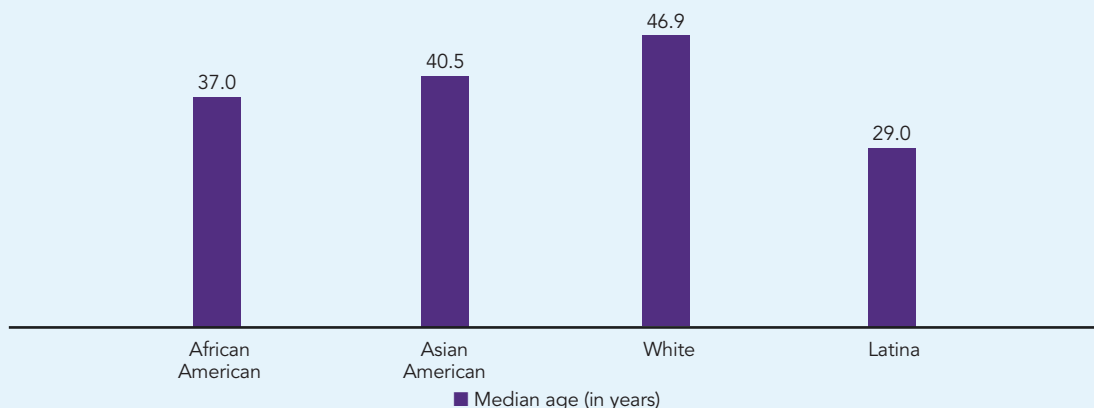
Meanwhile, Latinas remain the youngest female ethnic group in California (Figure 4).

⁷ U.S. Census. (September 2012). The Two or More Races Population: 2010 Census Briefs (C2010BR-13). N.A. Jones and J. Bullock. <http://www.census.gov/prod/cen2010/briefs/c2010br-13.pdf>

⁸ U.S. Census. 2014 ACS 1-Year Estimates. Table B01001 for total; B01001B and B01001I for Latinas: Sex by Age. <http://factfinder.census.gov>

⁹ U.S. Census. 2014 ACS 1-Year Estimates. Table S0101: Age and Sex. <http://factfinder.census.gov>

Figure 4
Median Ages of California's Women by Ethnic/Racial Identity¹⁰



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

THEN & NOW

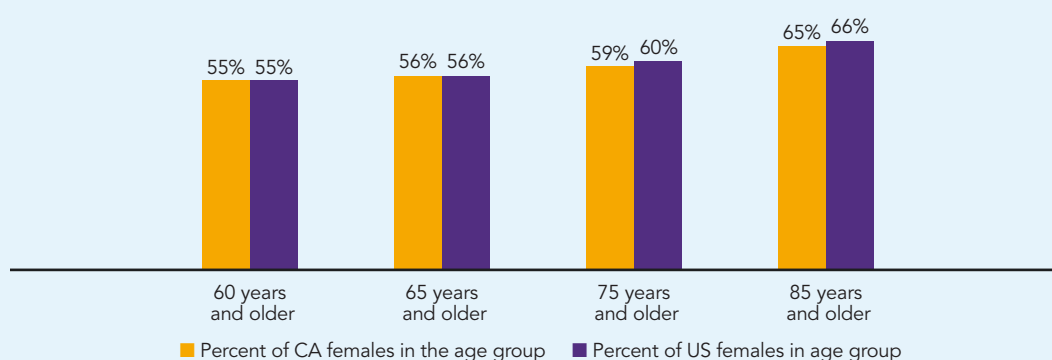
The median age of California's women has been steadily increasing over the past decade. In 2006, the median age was 35.5 years; in 2012 it was 36.7 years and in 2014, the median age is just over 37 years.¹¹ With Latinas poised to become the majority of California's female population, this trend toward increasing median age may not continue. In 2014, Latinas, who collectively have a high birth rate, are the youngest group of women with a median age of 29 years: they are more likely to be under 18 years of age, and are less likely to be over 65.¹²



Gender and Age

Females comprise 50% of all Californians, but women comprise the majority of older residents. This trend is seen across the United States.¹³

Figure 5
Women Comprise More than Half the Population Age 60 and Older



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

10 U.S. Census. ACS 1-Year Estimates. Tables B01002B, D, H and I: Median Age by Sex. <http://factfinder.census.gov>

11 U.S. Census. ACS 1-Year Estimates. Table B01002: Median Age by Sex. <http://factfinder.census.gov>

12 U.S. Census. 2014 ACS 1-Year Estimates. Tables B01001B, D, H and I: Sex by Age. <http://factfinder.census.gov>

13 U.S. Census. 2014 ACS 1-Year Estimates. Table B01001: Sex by Age <http://factfinder.census.gov>

Since women constitute a larger proportion of the older population, more women than men will be affected by programs and services for the elderly.

Marital Status

In California, 41% of women are married and living with their spouses; an additional 6% are married, but separated from their spouses; and a third of California women have never been married. Nearly one in five California women (19%) are either widowed or divorced.¹⁴ These percentages mirror U.S. women as a whole.

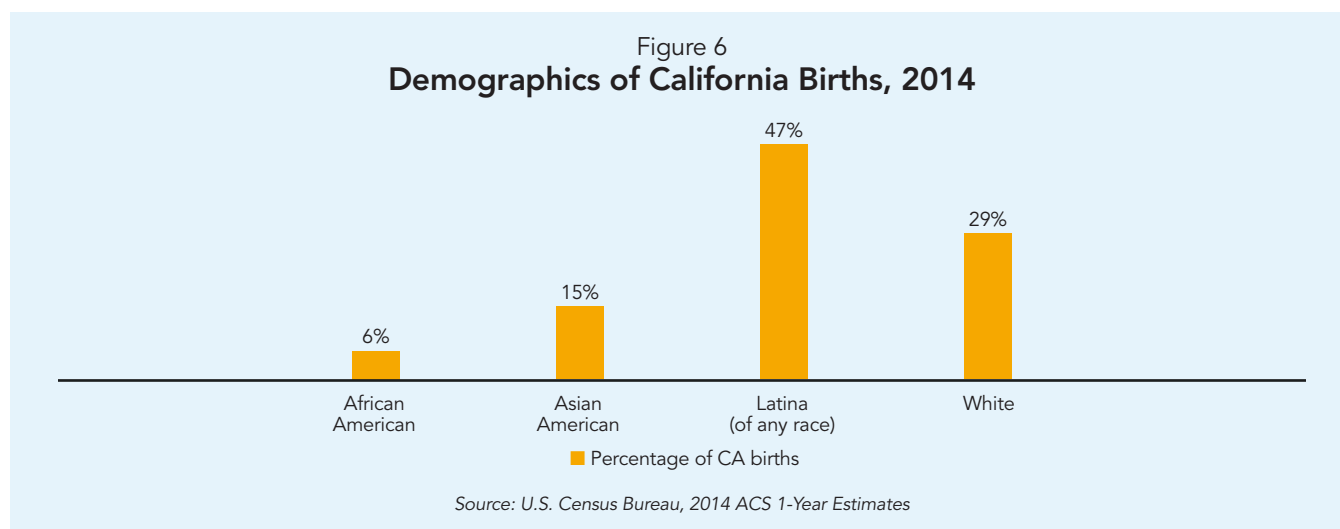


The proportion of California women married and living with their spouse has decreased from 43% in 2006 to 41% in 2014, while the percentage of women who have never married has increased from 30% in 2006 to 33% in 2014. The number of California women who are either widowed or divorced has remained essentially constant.¹⁵



Birth Rate

In 2014, 5% of all women across the nation, between the ages of 15 and 50 years, gave birth. These statistics hold true in California, where nearly a half million (472,565) women gave birth.¹⁶



While Latinas comprise 38% of females in California, nearly half, or 47%, of women giving birth are Latina. White women, who also represent 38% of California's females, account for 29% of mothers giving birth. The proportion of Asian American and African-American women giving birth is the same percentage as their representation in California's female population (15% and 6%, respectively).¹⁷ These statistics are unchanged from 2013.

Of the California women giving birth in 2014, a third (33%) were single: 58% of African-American women, 15% of Asian-American women, 42% of Latinas and 22% of white women giving birth were single.¹⁸

In terms of education, 37% of birthing mothers have attained a high school degree or less, and 32% have some college education (including associate's degrees). Women with a bachelor's degree account for 20% of births, while those with graduate or professional degrees account for the remaining 11%.¹⁹

14 U.S. Census. 2014 ACS 1-Year Estimates. Table B12001: Sex by Marital Status for the Population 15 years and over. <http://factfinder.census.gov>

15 *Ibid.*

16 U.S. Census.,2014 ACS 1-Year Estimates. Table S1301: Fertility. <http://factfinder.census.gov>

17 *Ibid.*

18 *Ibid.*

19 *Ibid.*

Immigration

Twenty-seven percent (or 10.5 million) of California's population report being foreign-born, compared with 13% of the U.S. population.²⁰

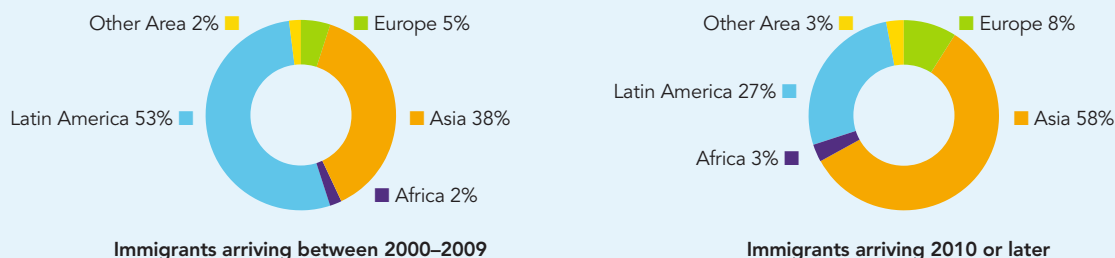
THEN & NOW

In our 2012 Report, it was noted that 28% of California females were foreign-born. Today, the state's multi-cultural diversity continues to flourish, as the most recent data indicate that 36% of California females are foreign-born.²¹



Figure 7

The Majority of California's Immigrant Populations Originate from Asia and Latin America²²



Note: The region of origin population omits those who were born at sea, roughly 100 persons. Due to rounding, not all columns here equal exactly 100%.
Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

The composition of California's immigrants has changed over the decades. Since 2010, the majority of immigrants have arrived from Asian countries; prior to the turn of the century, the majority emigrated from Latin America. Female immigrants outnumber males in California (52% vs. 48%).²³

These statistics represent immigrants for whom there are recorded numbers; they do not include undocumented immigrants who are not generally counted in surveys. According to the Pew Research Center, there were over 11 million undocumented immigrants in the United States in 2014; this undocumented population has remained essentially stable for five years and currently makes up 3.5% of the nation's population.²⁴

The Public Policy Institute of California (PPIC) estimates that in 2013 2.67 million undocumented immigrants resided in California, making up slightly more than 6% of the state's population.²⁵ Using several information sources, PPIC suggests that more than two-thirds of undocumented immigrants are born in Mexico.

If estimates are correct, slightly more than 9% of California's labor force is comprised of undocumented immigrants; these workers are engaged primarily in farming, construction, production, services and transportation/materials moving occupations.²⁶

20 U.S. Census. 2014 ACS 1-Year Estimates. Table S0501: Selected Characteristics of the Native and Foreign-born Populations. <http://factfinder.census.gov>

21 U.S. Census. 2014 ACS 1-Year Estimates. Table B05003: Sex, by Age by Nativity and Citizenship Status. <http://factfinder.census.gov>

22 U.S. Census. 2014 ACS 1-Year Estimates. Table S0502: Selected Characteristics of the Native and Foreign-born Populations by Period of Entry into the United States. <http://factfinder.census.gov>

23 *Ibid.*

24 Krogstad, Jens Manuel and Jeffrey S. Passel. Five facts about illegal immigration in the U.S. Pew Research Center (July 24, 2015). Data from 2013. <http://www.pewresearch.org/fact-tank/2015/07/24/5-facts-about-illegal-immigration-in-the-u-s/>

25 Hill, Laura and Joseph Hayes. Just the FACTS: Undocumented Immigrants. Public Policy Institute of California (June 2015). http://www.ppic.org/main/publication_show.asp?i=818

26 *Ibid.*

Education

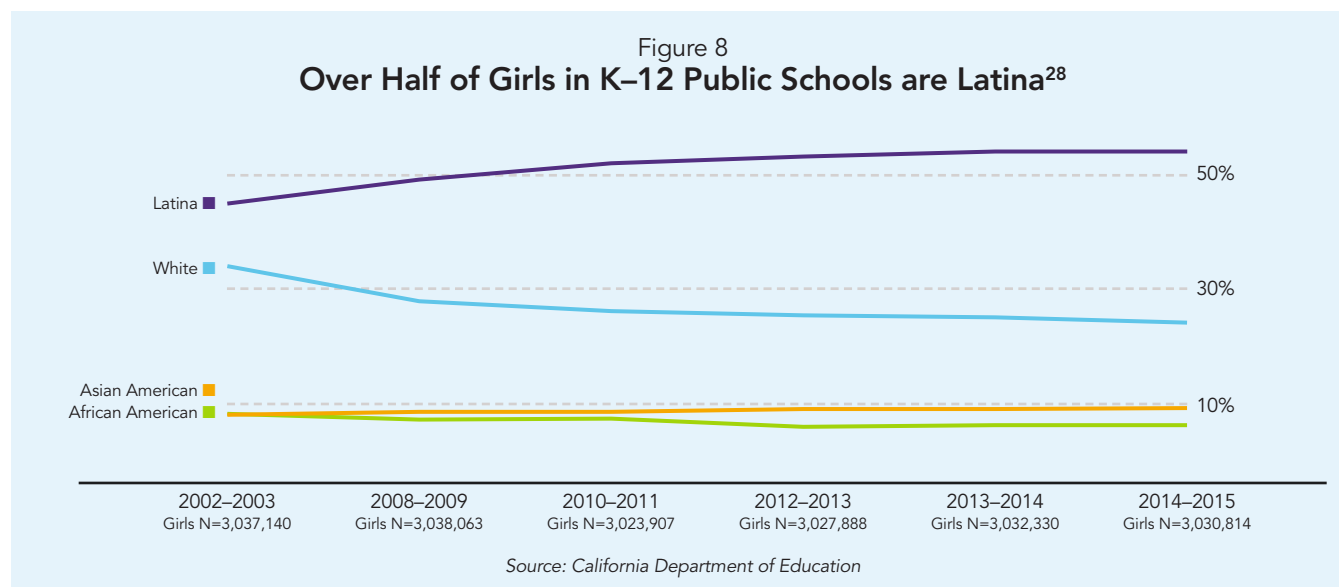
More than 3 million girls are enrolled in California's K–12 public schools, and 85% of these graduate in a timely fashion. Importantly, nearly half of girls graduating from high school have successfully passed all courses required for admission into the University of California or California State University. While women comprise over half of those enrolled in university programs, less than 20% of degrees in computer/information science and engineering go to women.

K–12 Students

In the 2014–2015 school year, 6.2 million students were enrolled in California public K–12 schools. Over the past two decades these figures have remained roughly constant, peaking at 6.3 million between 2003 and 2008.²⁷

PROFILE OF GIRLS IN CALIFORNIA PUBLIC K–12 SCHOOLS

The K–12 California public school system educates a diverse group of students.



Of the roughly 3 million girls in California's K–12 public schools in 2014–15, over half are Latina (54%). White students represent 24% and African Americans 6% of the student population; Asian Americans comprise 9% of school girls.

THEN & NOW

In 2002–2003, 45% of students were Latina, 34% were white, 8% were African American and 8% were Asian American. In 2014–2015, the percentage of Latinas in California's K–12 public schools has increased to 54%; white and African-American girls have decreased to 24% and 6%, respectively. The proportion of Asian Americans has held relatively constant over the past decade at 8–9%.²⁹



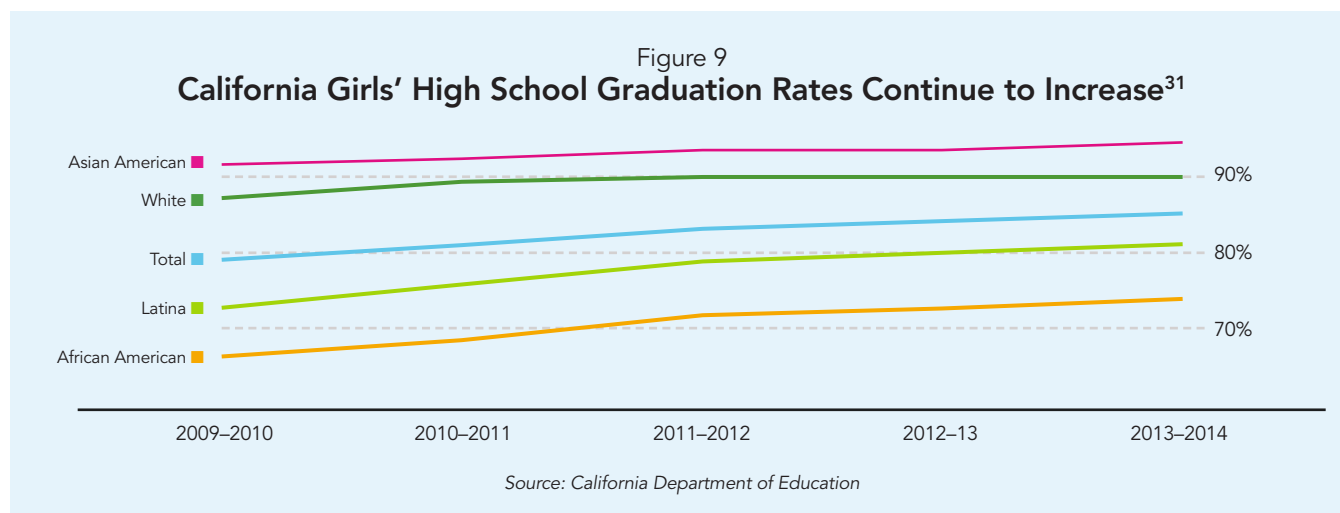
²⁷ California Department of Education. Enrollment by Gender, Grade and Ethnic Designation for years indicated. <http://dq.cde.ca.gov/>

²⁸ Ibid.

²⁹ Ibid.

HIGH SCHOOL GRADUATION RATES

In 2013–2014, the percentage of girls graduating from California public high schools in four years continues to be greater than that for boys: 85% of girls versus 77% of boys.³⁰ The graduation rate varies by race/ethnicity among girls, with white and Asian-American students at, or above, 90%. In contrast, while there have been steady improvements, the lowest graduation rates are among Latinas (81%), Alaska Native/Native Americans (75%) and African Americans (74%).



THEN & NOW

Graduation rates of girls as a whole have increased every year since 2009; the greatest driver in this increase is the surge in graduation rate of Latinas, which has increased over this time period by eight percentage points.



PREPARATION FOR POST-SECONDARY STUDY

Entrance requirements for the two largest university systems in the state — the University of California (UC) and the California State University (CSU) systems — require more high school coursework than the state-mandated requirements for a high school diploma. Entrance into either UC or CSU requires a minimum of 15 courses (the state mandates 13 for graduation), with additional work to include a fourth year of English and a third year in mathematics through intermediate algebra.³²

Along with increasing high school graduation rates, the proportion of graduates who complete all courses required for admission to UC and/or CSU is increasing. In 2013–2014, 42% of all high school graduates had completed courses required for entrance into these two public systems of higher education in California. A greater percentage of girls than boys graduate with all courses required for entrance: in 2013–2014, these percentages are 47% and 37%, respectively.³³

THEN & NOW

In 2002–2003, only 34% of students graduated from high school with pre-requisite courses for entering a 4-year baccalaureate program; in 2013–2014 that percentage has risen to 42%. The percentage of girls completing all courses for UC or CSU entrance over this same time period has risen from 37% to 47%, meaning that nearly half of all girls graduating from high school may have the UC or CSU option of progressing directly to baccalaureate study.³⁴



30 California Department of Education. Cohort Outcome Data by Gender for the Class of 2013–2014: Statewide Results. <http://dq.cde.ca.gov/>

31 California Department of Education. Cohort Outcome Data by Gender for the indicated year: Statewide Results. <http://dq.cde.ca.gov/>

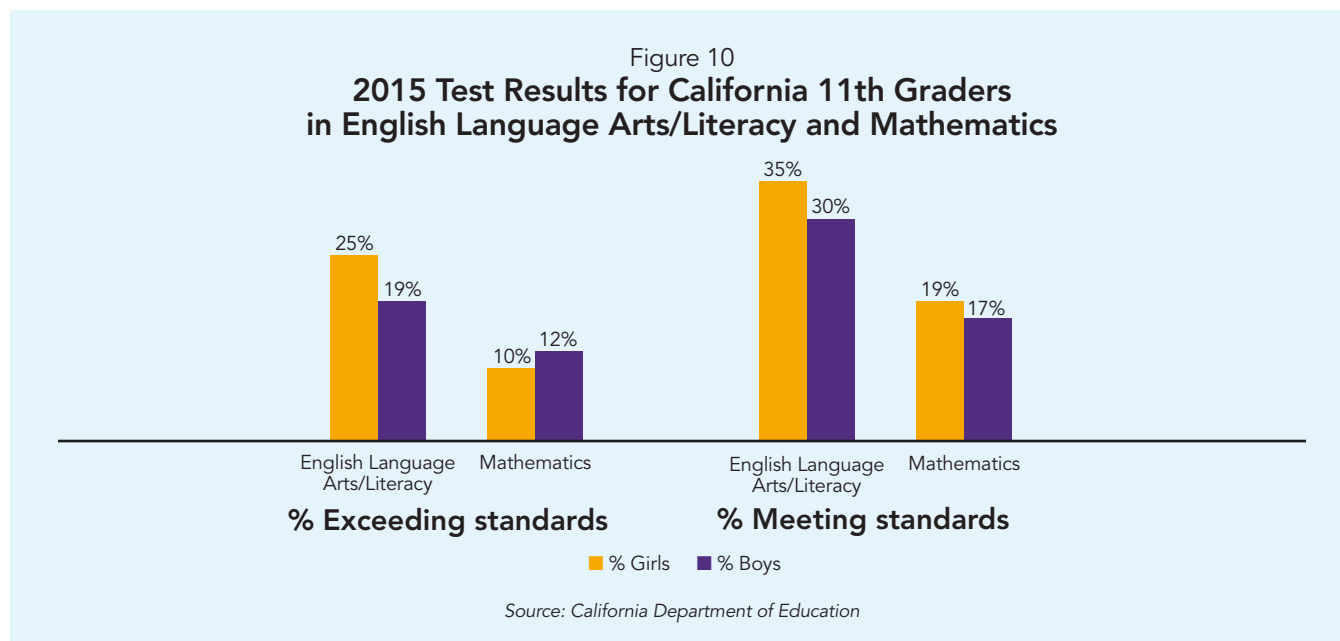
32 See, for example, the California Department of Education: Graduation Requirements (Courses required for graduation and university admission). <http://www.cde.ca.gov>

33 California Department of Education. 12th Grade Graduates Completing all Courses Required for U.C. and/or C.S.U. Entrance. State of California 2013–14. <http://dq.cde.ca.gov/>

34 The grade point average in courses required for UC/CSU entrance is also important and not documented in this source.

TEST PERFORMANCE

California Assessment of Student Performance and Progress (CAASPP). In 2015, the California Department of Education, through its CAASPP program, began a new assessment to measure how well students reach standards set for mathematics and the English Language Arts.³⁵ In 2015, 11th graders were tested in English Language Arts/Literacy (ELA) and Mathematics. In the ELA tests, girls outperformed boys with a greater percentage both meeting and exceeding the standards.³⁶



Girls tested almost as well as boys on the new mathematics test. When combining the percentages for students who either met or exceeded the new mathematics standards, the proportion of girls was the same as for boys: 29%.

The new CAASPP tests are too different from the previous STAR Tests to make reliable comparisons to performances in previous years.³⁷ The 2015 results should serve as a benchmark for the coming years.

The Advanced Placement (AP) examinations, conducted by the College Board, test both private and public high school students in specified subject matter at the college level. The score range on each AP examination is 1–5, with 3 being the minimum score accepted for college credit. In 2015, 55% of all AP exams in California were taken by girls; the average score for girls across all subjects was 2.79 and the average score for boys was 2.96.³⁸

Within specific content areas, participation rates and performance vary by gender. Consistent with previous years, girls participate more and outperform boys in many of the foreign language exams. Girls tend to participate less and perform less well than boys on examinations in calculus and the physical sciences.³⁹

35 The new standards are set to measure the college and career readiness of students. California Department of Education. Understanding California Assessment of Student Progress and Performance Reports (CAASPP). <http://caaspp.cde.ca.gov/SB2015/UnderstandingCAASPPReports>

36 California Department of Education. California Assessment of Student Performance and Progress (CAASPP): 2015 Test Results for English Language Arts/Literacy and Mathematics. <http://caaspp.cde.ca.gov/>

37 California Department of Education. 2013 STAR Test Results. <http://star.cde.ca.gov>

38 College Board. 2015 AP Data, California State Report. <http://research.collegeboard.org/programs/ap/data/>

39 *Ibid.*

Figure 11
Participation and Performance of California Students on AP Courses in STEM Areas

	Number of girls	Average score	Number of boys	Average score
Sciences				
Biology	21,307	2.75	14,836	3.02
Chemistry	10,330	2.48	11,319	2.84
Environmental Science	13,498	2.46	10,821	2.76
Physics 1	7,615	2.13	13,180	2.55
Physics 2	519	2.85	1,284	3.06
Physics C: Electricity/Magnetism	597	3.33	1,693	3.56
Physics C: Mechanics	2,041	3.28	4,793	3.67
Mathematics/Computer Science				
Calculus AB	26,177	2.69	26,444	2.95
Calculus BC	8,545	3.66	10,983	3.90
Statistics	15,880	2.60	13,943	2.96
Computer Science	2,258	3.15	6,430	3.31

Source: College Board, 2015 AP data

More California girls than boys take AP tests in biology, environmental science and statistics, while markedly fewer take AP examinations in physics and computer science.

THEN & NOW

Between 2003 and 2015, the difference is decreasing between boys' and girls' test scores in several STEM areas. Calculus exams are showing a steady narrowing of the gap. Biology, chemistry and environmental AP exams also show promise of a narrowing gender performance gap. However, caution must be used in comparing test performance over time as the structure and nature of these tests occasionally change.⁴⁰

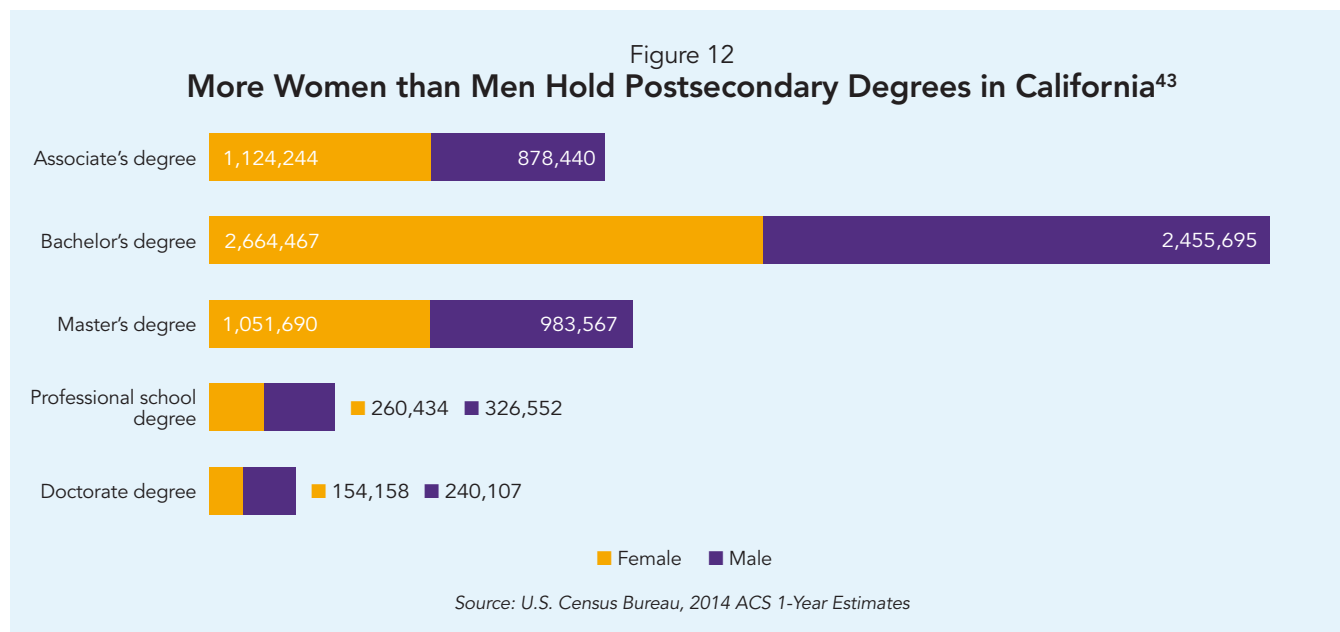


⁴⁰ College Board. Archived AP Data for California College Board and 2015 AP Data, California State Report. <http://research.collegeboard.org/programs/ap/data/>. Or see 2013 Report on the Status of Women and Girls in California, Mount Saint Mary's University, Figures 8b and 9b. http://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/RSWG-2013-final-report.pdf

Postsecondary Education

In 2013–2014, there were 1.7 million California women enrolled in university undergraduate and graduate programs; this represents 54% of all university students.⁴¹

Across the state, more than one in five (22%) women and men 25 years and over have had some college work (no degree); one in five (20%) has attained a four-year college degree and more than one in 10 (12%) persons have attained a professional or graduate degree. These figures roughly mirror the nationwide statistics.⁴²



In California, 53% of all undergraduate college degrees (including associate's degrees) are held by women. At the post-graduate level, 52% of master's degrees, 44% of professional degrees and 39% of doctorates are held by women. While women hold a majority of the degrees at the associate's, bachelor's and master's levels, they hold fewer than half of the professional and doctorate degrees.

THEN & NOW

In 2006, women held 51% of bachelor's degrees; that percentage rose slightly to 52% in 2014. Greater gains have been seen in advanced degrees. In 2006, women held 40% of professional school degrees, compared with 44% in 2014. Women held 34% of doctorates in 2006 compared with 39% in 2014.

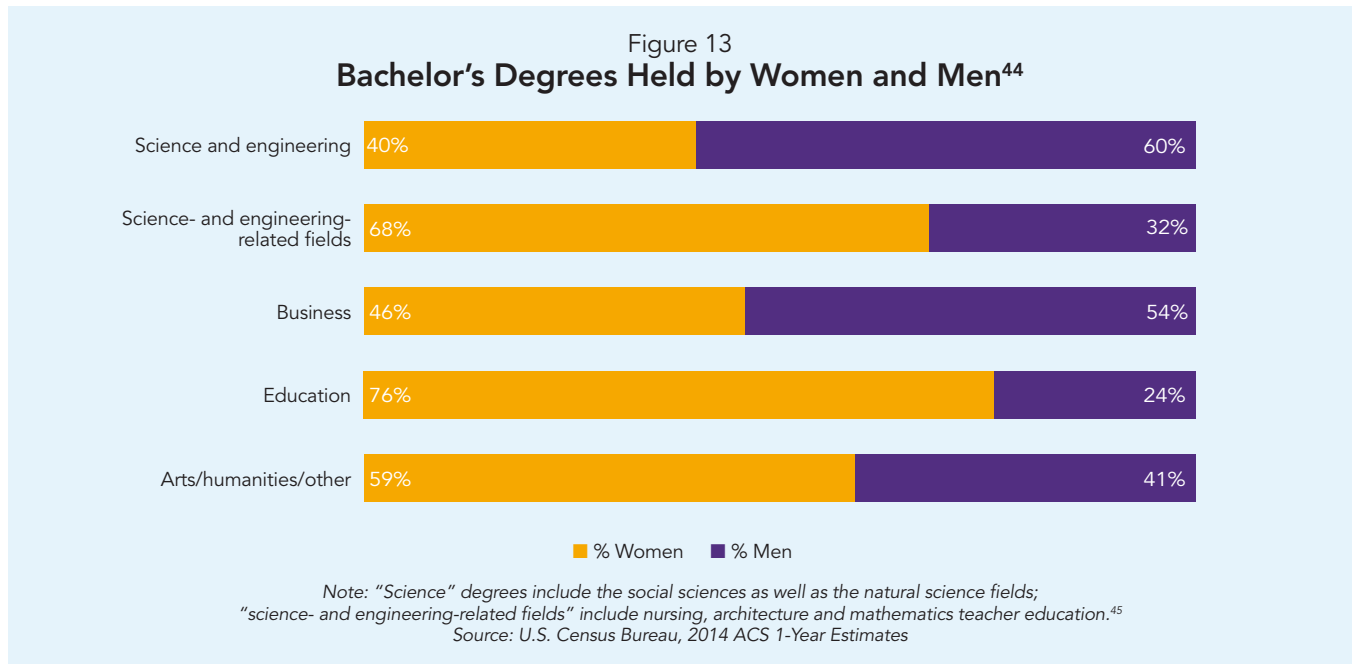


41 U.S. Census. 2014 ACS 1-Year Estimates. Table B14004: Sex by College or Graduate School Enrollment by Type of School for the Population 15 years and Over. <http://factfinder.census.gov>

42 U.S. Census. 2014 ACS 1-Year Estimates. Table S1501: Educational Attainment (statistics for the population 25 years and over). <http://factfinder.census.gov>

43 U.S. Census. 2014 ACS 1-Year Estimates. Table B15002: Sex by Educational Attainment for the Population 25 years and Over. <http://factfinder.census.gov>

Focusing on bachelor's degrees, the percentage of degrees held by women varies widely by the field of study.



Men 25 years and over hold a majority of the degrees in the sciences (natural and social sciences are included) and engineering (60%) as well as business (54%). On the other hand, more than three-quarters of the bachelor's degrees in education (76%) are held by women; nearly 60% of degrees in arts/humanities and other majors (all taken together) are held by women.

Generational differences are emerging in some areas, however. Breaking down the degrees held by women and men into different age groups reveals that:⁴⁶

- More than half of the business degrees held by persons 25–39 years of age are held by women compared with only 30% of business degrees held by persons 65 years and older.
- For this same 25–39-year age group, 46% of science and engineering degrees are held by women compared with only 28% held by persons 65 years and over.

These data suggest that the gender gaps in these baccalaureate fields are narrowing, especially among younger generations. This is further supported by statistics on degrees currently being conferred on women by postsecondary institutions throughout the nation.⁴⁷

On the other hand, the gender gaps in degrees in the fields of education and arts, etc., do not show age shifts. In particular, roughly three-quarters (76%) or more of the degrees in education continue to be held by younger women. Women continue to dominate the field of education, while they are vastly underrepresented in computer/information science and engineering.

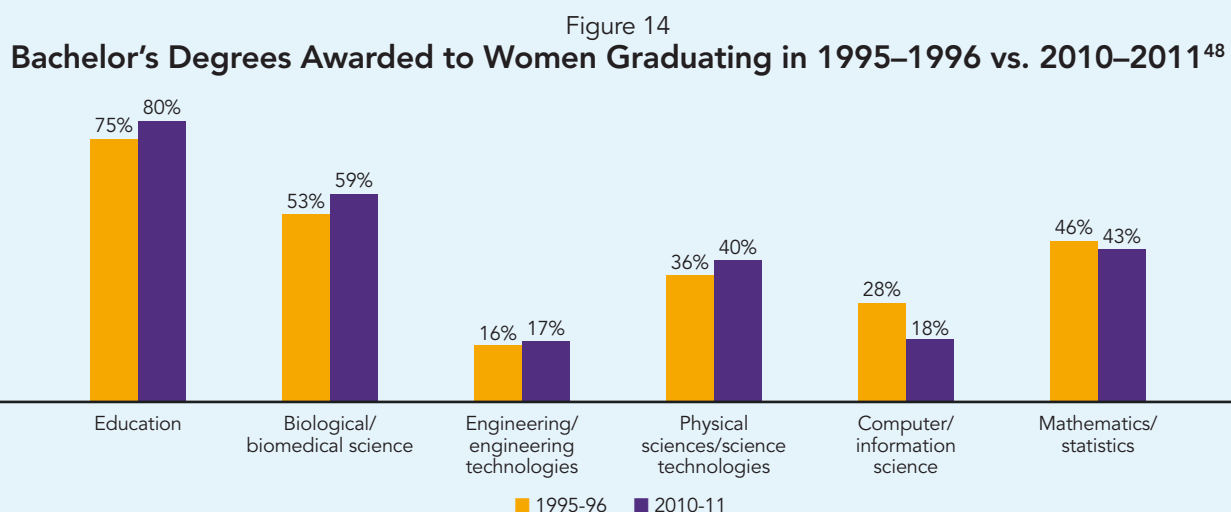
⁴⁴ U.S. Census. 2014 ACS 1-Year Estimates. Table B15011: Sex by Age by Field of Bachelor's Degree for First Major for the Population 25 Years and Over. <http://factfinder.census.gov>

⁴⁵ Definitions may be found at <https://www.census.gov/prod/2013pubs/acs-24.pdf>

⁴⁶ U.S. Census. 2014 ACS 1-Year Estimates. Table B15011: Sex by Age by Field of Bachelor's Degree for First Major for the Population 25 Years and Over. <http://factfinder.census.gov>

⁴⁷ U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics. (May 2015). Digest of Education Statistics: 2013. (NCES 2015-011). Table 318.30: Bachelor's, master's and doctor's degrees conferred by postsecondary institutions, by sex of student and discipline division (2012-13). <https://nces.ed.gov/programs/digest/>

Over the past nearly two decades, little or no change has been observed in altering the gender gap in bachelor's degrees awarded in the fields of education, where women earn more than three-quarters of degrees. In contrast, women make up only one-quarter to one-third of all degrees in the STEM fields.



The proportion of bachelor's degrees awarded to women has increased in each field above except two: the proportion of degrees going to women in computer/information science and mathematics/statistics have decreased between 1995–1996 and 2010–2011. Women continue to be vastly underrepresented in the engineering/engineering technologies and computer/information science fields where they earn less than one in five bachelor's degrees awarded. Even more noteworthy is that women earn a smaller proportion of the degrees in computer/information science today than they did in 1995–96.



48 Tables 325.20, 325.35, 325.40, 325.45, 325.65 and 325.70. Degrees in education and specific STEM fields conferred by postsecondary institutions, by level of degree and sex of student. Selected years: 1949–50 through 2012–13. <https://nces.ed.gov/programs/digest/>

Employment and Earnings

The gender wage gap persists in California. In 2014, the median earnings of full-time working women was 84% that of men. In 2015, the state of California passed The Fair Pay Act aimed at ending gendered discriminatory pay practices and empowering employees to use the legal system to rectify past gender pay inequity.

In the fields of healthcare, sales and office occupations, education and law, women are overrepresented in the lower-paying occupations and underrepresented in higher-paying positions. Across computer, engineering and science occupations studied, men represent over 60% of employees.

Employment Status 2014

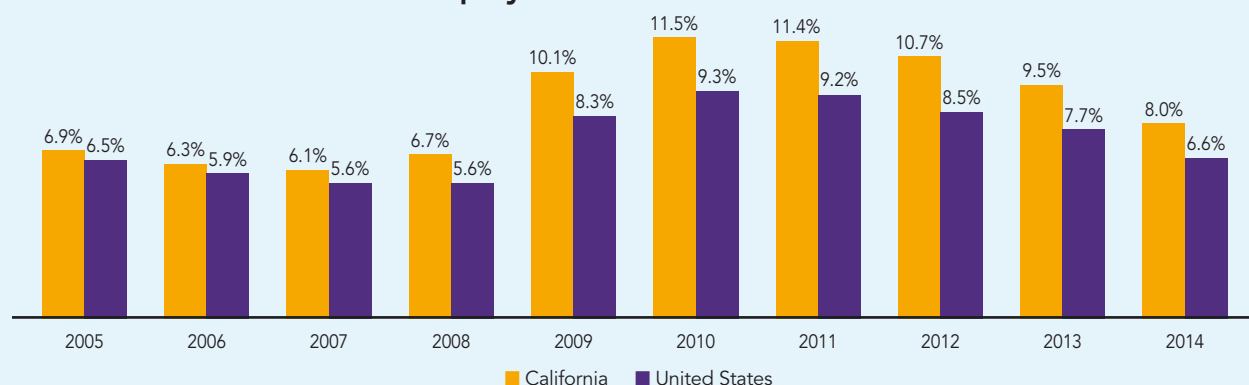
Figure 15
Nearly Two-Thirds of Women are Employed⁴⁹

California	Total estimate	Employed	Number in the labor force	Unemployment rate
Women	11,745,483	64.0%	8.2 million	8.0%
Men	11,834,538	75.0%	9.7 million	7.9%
Nationally	Total estimate	Employed	Number in the labor force	Unemployment rate
Women	95,797,123	67.1%	69 million	6.6%
Men	94,411,637	75.4%	77million	6.8%

Note: Information for workers age 20–64; unemployment rate is a percentage of those in the labor force who are unemployed.
Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

California numbers show 11% fewer employed women than men, a difference that is unchanged since 2013. The unemployment rate in California is almost equal between genders, at approximately 8%, and is down by approximately 1% from 2013 numbers. When compared with the U.S., California women's unemployment rate is slightly higher.⁵⁰

Figure 16
Women's Unemployment Rates Over the Past Decade⁵¹



Note: Information for workers age 20–64.
Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

49 U.S. Census. 2014 ACS 1-Year Estimates. Table S2301: Employment Status. (Number in the labor force is calculated from percentages in the referenced table.) <http://factfinder.census.gov/>

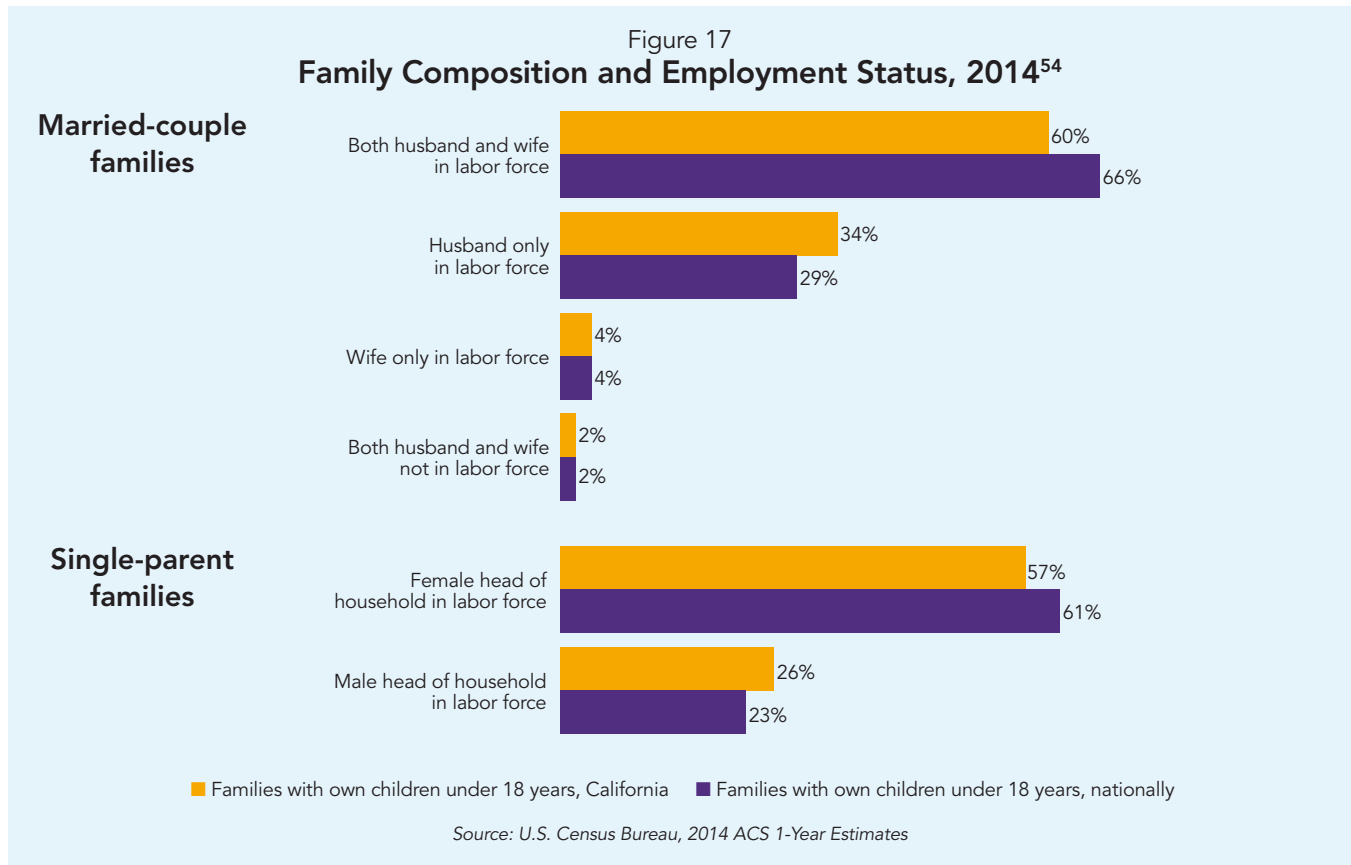
50 *Ibid.*

51 U.S. Census. ACS 1-Year Estimates, for the years indicated. Table S2301: Employment Status (for population 20–64 years). <http://factfinder.census.gov/>

Preliminary data for 2015 indicate that California's unemployment rate for women is 6.3%, compared with a national rate of 5.4%.⁵²

THEN & NOW

In 2011, the unemployment rate of California women was near its 10-year high of 11%; in 2014 that number had decreased to 8%. While the female unemployment rate nationally and in the state of California continues to drop from its peak, the unemployment rate has not returned to pre-recession levels prior to 2008 in either the state of California or the nation.⁵³



In married couple families, both parents are likely to work outside the home. When only one parent works outside the home, it is much less likely to be the mother.

Nearly one-third (31%) of California's families with children under the age of 18 years are single-parent households; 72% of these households are headed by women. Fifty-seven percent of single parents are working mothers.⁵⁵

At both the national and state level, women with children under the age of 6 are unemployed at a higher rate than the female population as a whole. In California, women with children under the age of 6 (Census estimate of 1,806,777 women) have an unemployment rate of nearly 10%, compared with the total unemployment rate for females of 8%.⁵⁶

⁵² Bureau of Labor Statistics, Current Population Survey. Employment status of the civilian noninstitutional population by sex, race, Hispanic or Latino ethnicity and detailed age, 2015 annual averages (preliminary). www.bls.gov/lau/ptable14full2015.pdf

⁵³ U.S. Census. ACS 1-Year Estimates. Table S2301: Employment Status. <http://factfinder.census.gov/>

⁵⁴ U.S. Census. 2014 ACS 1-Year Estimates. Table S2302: Employment Characteristics of Families. <http://factfinder.census.gov/>

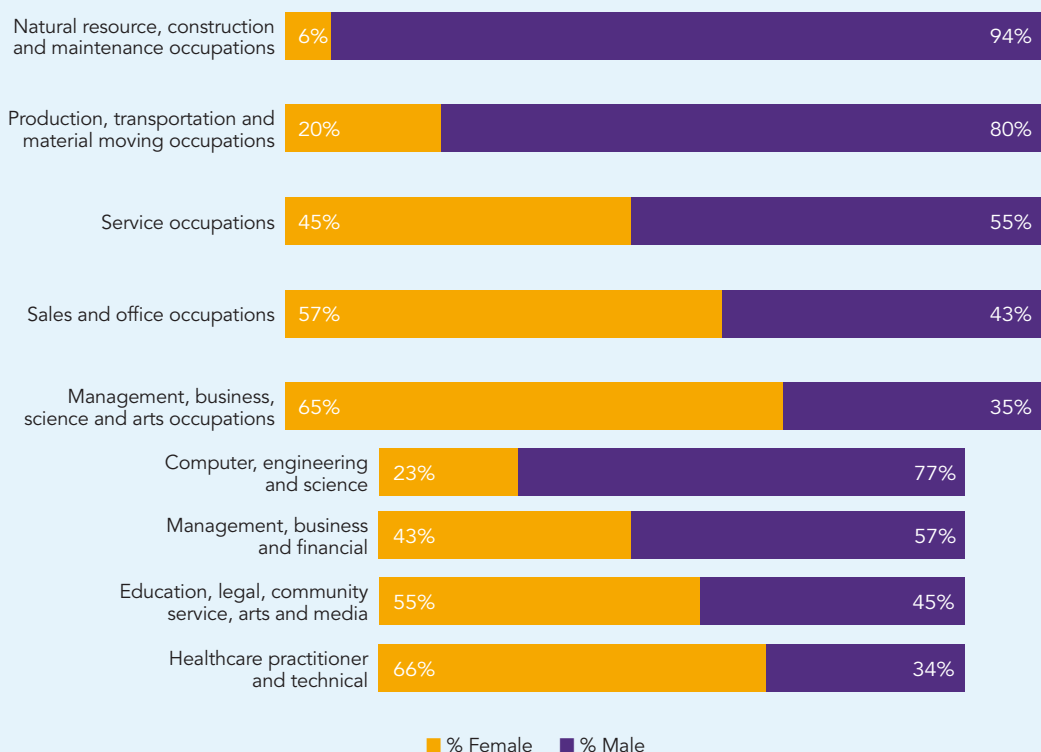
⁵⁵ *Ibid.*

⁵⁶ U.S. Census. 2014 ACS 1-Year Estimates. Table S2301: Employment Status. <http://factfinder.census.gov/>

Occupations

When looking at broad occupational categories within the state, women represent a majority of employees in three areas: healthcare practitioner and technical operations; sales and office occupations; and education, legal, community service, arts and media occupations. The lowest percentage of female employees is among the natural resources, construction and maintenance occupations.⁵⁷

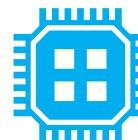
Figure 18
Occupations are Still Gendered in California⁵⁸



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

THEN & NOW

In the five-year history of this Report, the percentage of women in each occupational category has remained largely unchanged. Since the 2012 Report on the Status of Women and Girls,⁵⁹ the percentage of women in "computer, engineering and science" occupations has decreased by one percentage point (from 24% to 23%), as has the percentage of women in "education, legal, community service, arts and media" and in "service" occupations.



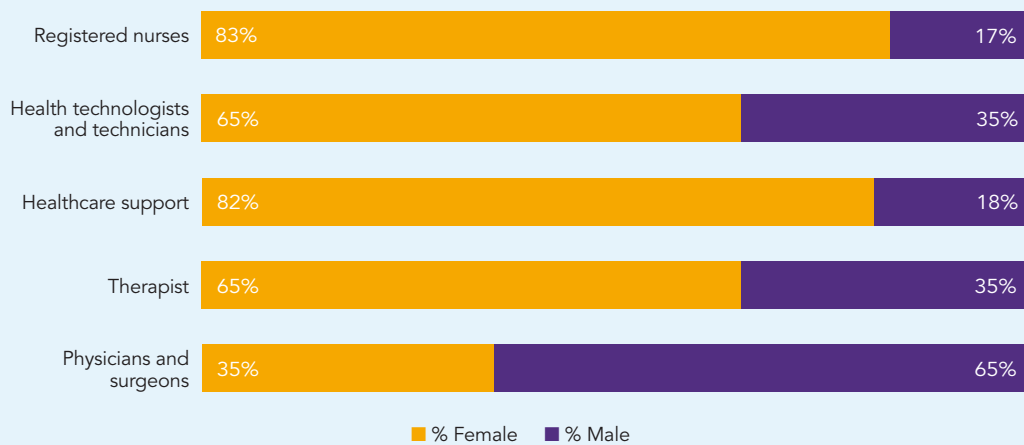
⁵⁷ Ibid.

⁵⁸ U.S. Census. 2014 ACS 1-Year Estimates. Table B24020: Sex by Occupation for the Full-Time, Year-Round Civilian Employed Population 16 years and Over, California. <http://factfinder.census.gov/>

⁵⁹ The Report on the Status of Women and Girls in California 2012, Prepared by Mount Saint Mary's University, Figure 12. (Information based on 2010 ACS data). http://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/RSWG-2012-final-report.pdf

Within these broad occupational categories, traditional gender roles in more specific occupations continue.

Figure 19
California Women are Concentrated in Nursing, Healthcare Technology Careers.⁶⁰



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

An overwhelming percentage (83%) of California's registered nurses are women, while a majority of the physicians and surgeons (65%) are men.⁶¹

Figure 20
More California Men than Women Hold Supervisory Positions



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

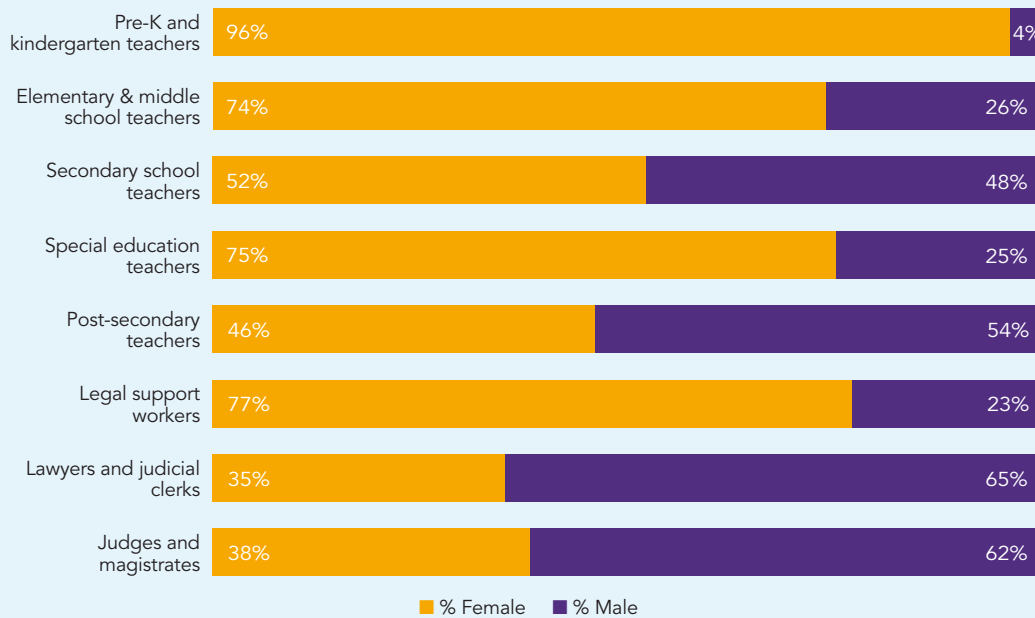
In "Sales and office occupations," men hold the majority of supervisory positions, while women hold the majority of cashier positions.⁶²

⁶⁰ U.S. Census. 2014 ACS 1-Year Estimates. Table B24020: Sex by Occupation for The Full-Time, Year-Round Civilian Employed Population 16 Years and Over, California. <http://factfinder.census.gov/>

⁶¹ *Ibid.*

⁶² *Ibid.*

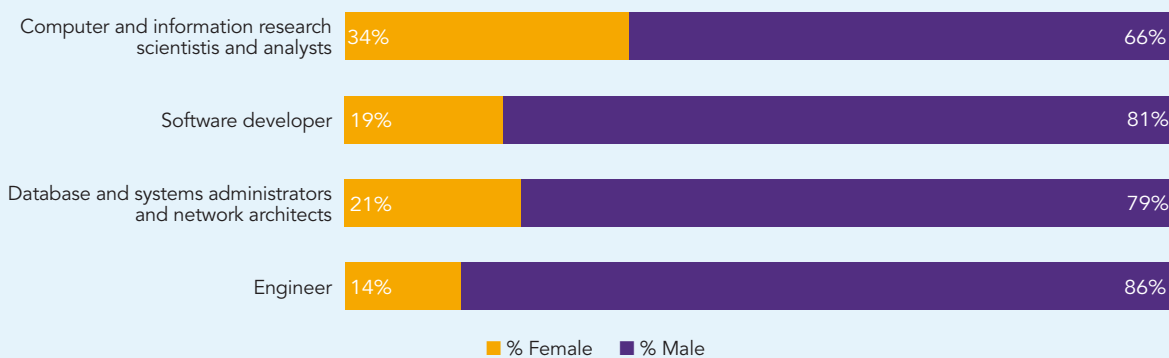
Figure 21
California Gender Ratios in Education/Legal Occupations



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

“Education, legal, community service, arts and media” is a broad occupational cluster. In education occupations, women are more likely to be K–12 teachers than are men. In legal occupations, women are more likely to serve as legal support workers than are men, and less likely than men to be lawyers and judges.⁶³

Figure 22
California Men Outnumber Women in Computer, Engineering Fields⁶⁴



Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

⁶³ *Ibid.*

⁶⁴ *Ibid.*

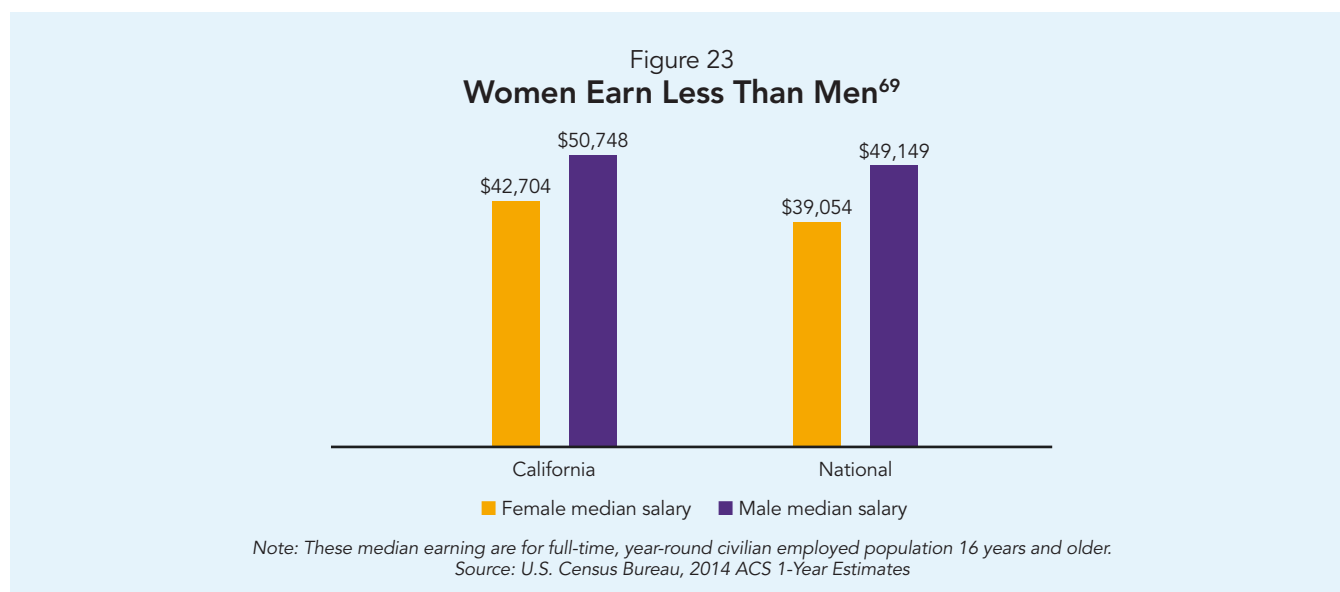
Approximately eight in 10 employees holding positions of software developer, database and systems administrators, network architects and engineers are men. Women comprise only a third of all computer and information research scientists and analysts. These findings are largely unchanged from 2010; the gender composition of California's STEM workforce has not significantly changed.

The technology field offers lucrative salaries, generous employee benefits, and is still growing in the state of California. Within California, "STEM jobs are expected to grow 21.4% over the next five years, versus a 10.4% growth in jobs overall, and business leaders say they do not have enough skilled workers to fill these jobs."⁶⁵

In 2014, 14 major technology firms located in California released their gender employment data.⁶⁶ Female employees were the minority in every company, with Pandora scoring the best with a 49% female workforce and Intel scoring the worst with a 23% female workforce. Across all companies, women were the minority of workers employed in leadership and technical positions.⁶⁷

In 2015, the California Legislature (ACR-17 Women and Girls in STEM Week) and the California State Superintendent of Public Instruction created the first Women and Girls in STEM Week in California (April 5–11) to encourage women and girls to explore the STEM fields.⁶⁸

Earnings



The gender wage gap for full-time, year-round workers in California is 84 cents on the dollar, with California women on average earning approximately \$8,000 a year less in compensation. The gender wage gap in California is less than the national wage gap, which was 79 cents on the dollar.⁷⁰

65 "State Schools Chief Tom Torlakson Releases Blueprint to Improve Teaching of Science, Technology, Engineering and Mathematics in California." California Department of Education News Release: June 30, 2014. Reviewed: June 29, 2015. <http://www.cde.ca.gov/nr/ne/yr14/yr14rel71.asp>

66 Companies: Pandora, Indiegogo, eBay, Pinterest, LinkedIn, Yahoo!, Hewlett-Packard, Apple, Facebook, Google, Twitter, Microsoft, Cisco and Intel.

67 Mangalindan, J. P. (Aug. 29, 2014) "How tech companies compare in employee diversity." Fortune. <http://fortune.com/2014/08/29/how-tech-companies-compare-in-employee-diversity/>

68 "State Schools Chief Tom Torlakson Marks Women and Girls in Science, Technology, Engineering and Mathematics (STEM) Week." California Department of Education News Release: April 6, 2015. <http://www.cde.ca.gov/nr/ne/yr15/yr15rel23.asp>

69 U.S. Census. 2014 ACS 1-Year Estimates. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2014 Inflation-Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over. <http://factfinder.census.gov/>

70 *Ibid.*

Women of color are particularly hard hit by wage inequities: they earn less than white women and markedly less than white males. In 2014, the median earnings of white males working full-time were \$70,765.⁷¹

Figure 24
Median Earnings of Californians: Women Compared with White Men

	Median earnings	Women's earnings divided by white men's earnings
White	\$54,712	0.77
Asian American	\$51,289	0.72
African American	\$42,629	0.60
Latinas	\$29,963	0.42

*Note: These median earnings are for full-time, 12-month workers 16 years and over.
Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates*

White women who work full time earn 77% of their white male counterparts. Women of color earn considerably less: in particular, the median earnings of full-time working Latinas are less than half (42%) of white male earnings.

THEN & NOW

The gender wage gap between full-time working women and men may be closing, but progress is slow. In 2006, California women working full-time, year-round earned 82% of what men earned and in 2014 that has increased to 84%. Relative to what white men earned in 2006: white women earned 74% (77% in 2014), Asian-American women earned 69% (72% in 2014), African-American women earned 61% (a slight decrease to 60% in 2014) and Latinas earned 42% (constant at 42% in 2014).⁷²



Figure 25
California Women Earn Less than Men in All Occupational Categories⁷³

Broad occupational clusters	Median female earning	Median male earnings	Gender wage gap: female divided by male earnings
Management, business, science and arts occupations:	\$64,770	\$84,782	0.76
Management, business and financial	\$66,106	\$84,969	0.78
Computer, engineering and science	\$80,011	\$94,992	0.84
Education, legal, community service, arts and media	\$55,662	\$70,047	0.79
Healthcare practitioner and technical	\$71,609	\$84,035	0.85
Sales and office occupations	\$37,684	\$45,584	0.83
Service occupations	\$24,602	\$30,315	0.81
Production, transportation and material moving occupations	\$24,778	\$36,106	0.69
Natural resources, construction and maintenance occupations	\$22,357	\$38,448	0.58

Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

71 U.S. Census. 2014 ACS 1-Year Estimates. Table B20017 (B, D, H, I): Median Earnings in the Past 12 Months (in 2014 inflation-adjusted dollars) by Sex by Work Experience for the Population 16 Years and Over. (Data for those who worked full-time, year-round in the past 12 months). <http://factfinder.census.gov>

72 U.S. Census. ACS 1-Year Estimates for the years indicated. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2014 inflation-adjusted dollars) for Full-time, Year-round Civilian Employed Population 16 Years and Over. <http://factfinder.census.gov/>

73 U.S. Census. 2014 ACS 1-Year Estimates. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2014 Inflation-Adjusted Dollars) for Full-time, Year-round Civilian Employed Population 16 Years and Over. <http://factfinder.census.gov/>

Women earn less than men in every occupational cluster. The largest wage gap exists in natural resources, construction and maintenance, where women only earn 58 cents on the dollar to men.⁷⁴ The greatest gender wage parity among these occupational clusters is earned in sales and office occupations, where women earn 83 cents on the dollar earned by men. Within the management, business, science and arts category, the computer, engineering and science occupations and healthcare practitioners offer the smallest wage gaps.⁷⁵

Upon further examination, within each of the first four broad occupational clusters, there are subcategories (more specific occupations) with salaries nearly at parity.⁷⁶

Figure 26
Occupations with Near Wage Parity

	Median female earning	Median male earnings	Gender wage gap	% Workforce that is female
Management, business, science, arts occupations:				
Community and social services	\$49,149	\$50,286	0.98	63%
Life, physical and social science	\$71,293	\$72,500	0.98	44%
Sales and office occupations:				
Office and administrative support	\$38,517	\$39,459	0.98	68%
Service occupations:				
Healthcare support	\$30,483	\$31,439	0.97	82%
Natural resources, construction, maintenance occupations:				
Installation, maintenance and repair	\$46,072	\$40,732	1.00	4%

Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

Of the more specific occupations listed in Figure 28, women comprise the majority of healthcare support, office and administrative support, and community and social services positions.

On Oct. 6, 2015, Governor Jerry Brown signed the nation's strongest equal pay bill into law in California.⁷⁷ California Senator Hannah-Beth Jackson's Fair Pay Act will impact fairness in pay between genders in three key ways:⁷⁸

- First, it stipulates that employers can justify higher wages for men only if the pay is based on some criteria other than sex (e.g., seniority, a merit system, quantity or quality of production).
- Second, it protects employees from retaliation if they ask questions about comparative salaries.
- Third, it gives employees the right to sue if they are paid less than someone who does "substantially similar" work.

74 Note that women comprise only 6% of the workforce in "natural resources, construction and maintenance" occupations.

75 U.S. Census. 2014 ACS 1-Year Estimates. Table B20017 (B, D, H, I): Median Earnings in the Past 12 Months (in 2014 inflation-adjusted dollars) by Sex by Work Experience for the Population 16 Years and Over. (Data for those who worked full-time, year-round in the past 12 months). <http://factfinder.census.gov>

76 U.S. Census. 2014 ACS 1-Year Estimates. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2014 Inflation-Adjusted Dollars) for Full-time, Year-round Civilian Employed Population 16 Years and Over. <http://factfinder.census.gov/>

77 Masunaga, Samantha. (Sept. 2, 2015). "California equal pay bill may be toughest in nation." Los Angeles Times. <http://www.latimes.com/business/la-fi-equal-pay-20150902-story.html>

78 Williams, Juliet. (Oct. 6, 2015). "California governor approves expansive new equal pay/protections targeting gender wage gap." U.S. News & World Report. <http://www.usnews.com/news/business/articles/2015/10/06/california-to-enact-tough-equal-pay-law-to-address-wage-gap>

California Job Projections

Figure 27
Occupations With the Most Job Openings in California, 2012–2022⁷⁹

Occupational title	Total job openings 2012–2022	2014 first quarter wages	
		Median hourly	Median annual
Personal care aides	228,000	\$10.33	\$21,473
Retail salespersons	220,000	\$10.77	\$22,405
Cashiers	189,500	\$9.98	\$20,762
Combined food preparation and serving workers, including fast food	185,700	\$9.21	\$19,166
Waiters and waitresses	162,600	\$9.16	\$19,065
Laborers and freight, stock, material movers	135,600	\$11.71	\$24,339
Farmworkers and laborers, crop, nursery and greenhouse	109,400	\$9.01	\$18,731
Office clerks, general	99,500	\$15.24	\$31,704
Registered nurses	92,300	\$45.87	\$95,415
General and operations managers	89,400	\$50.60	\$105,248

Source: State of California Employment Development Department.

Several of these jobs with projected growth have a predominantly female workforce: personal care aides, waiters/waitresses and cashiers; however, these jobs pay at or near minimum wage. On the other hand, nursing — a field also traditionally dominated by women — is the second-highest paying job among those with the greatest employment potential.⁸⁰ California also releases data on the fastest-growing occupations statewide. These positions might not make the list of most job openings statewide, but they demonstrate the greatest rates of growth across the state. Between 2012–2022, several STEM occupations are projected to be among these 100 fastest-growing occupations in California: biomedical engineers (46% growth over this time period); soil and plant scientists (35% growth); environmental scientists and specialists (30% growth); biochemists and biophysicists (27% growth); computer systems analysts (27% growth); environmental engineers (25% growth); software developers and systems software (24% growth); and computer network architects (24% growth).⁸¹

There are two initiatives proposed for the California ballot this fall that would impact the earnings of Californians who earn minimum-wage salaries. Each initiative proposes raising California's minimum wage to \$15.

Measure 15-0032, referred to as The Fair Wage Act of 2016, would increase California's minimum hourly wage to \$15 by 2021. Measure 15-0105, referred to as the Raise California's Wage and Paid Sick Days Act of 2016, would increase California's minimum hourly wage to \$15 by 2020. The statewide minimum wage is currently set at \$10 per hour. If these measures meet the requirements for inclusion on the California ballot this fall, they would be voted on Nov. 8, 2016.⁸²

⁷⁹ State of California Employment Development Department. (Sept. 19, 2014). Top 10 Occupations with the most openings in California 2012–2022. http://www.labormarketinfo.edd.ca.gov/LMID/Occupations_in_Demand.html

⁸⁰ *Ibid.*

⁸¹ State of California, Employment Development Department. "Top 100 Fastest Growing Occupations in California, 2012–2022." <http://www.labormarketinfo.edd.ca.gov/OccGuides/FastGrowingOcc.aspx>

⁸² Office of the California Attorney General.

Poverty

With more than 6.3 million Californians living with incomes below the federal poverty level,⁸³ California's poverty rate is higher than that of the nation as a whole. These millions of people reflect a concerning increase in poverty rate (from 12% to 15.8%) over the last decade, excluding a peak at 16.9% in 2011.

In California, single-woman families (households headed by women with no spouse present) are more likely than married households to live in poverty. Among single-woman households, poverty rates vary depending on the racial or ethnic makeup of the home.

Social safety net programs can have a significant impact in reducing the percentage of Californians living in poverty, particularly women and children.

Federal Poverty Level

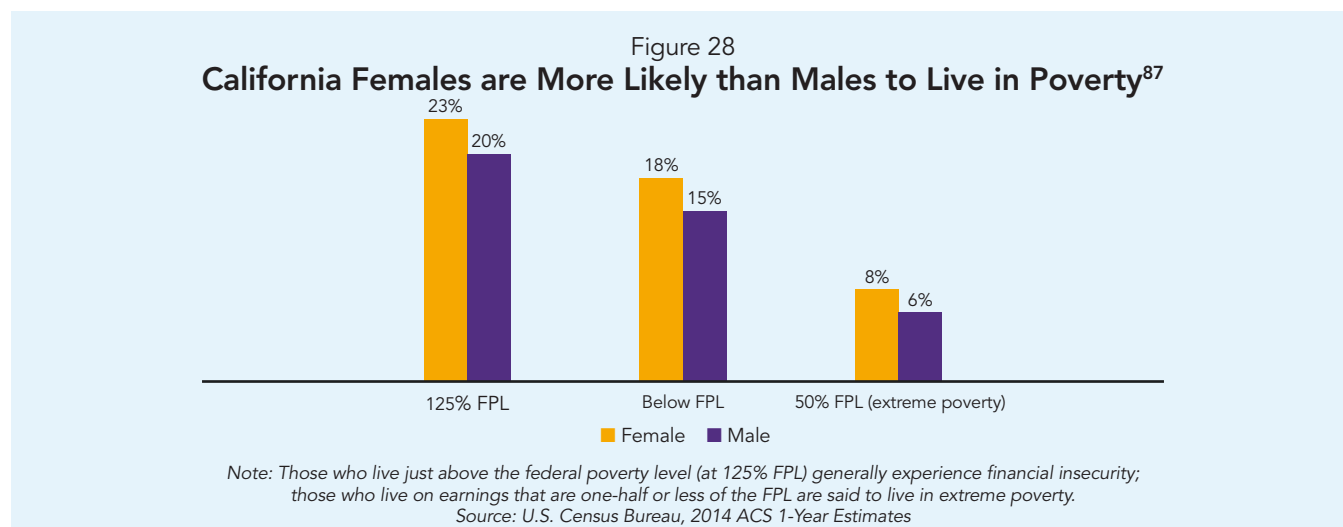
The 2015 U.S. Census Bureau and Department of Health and Human Services⁸⁴ federal poverty level (FPL) annual income is:

- \$11,770 for one person
- \$15,930 for two persons in a family/household
- \$20,090 for three persons in a family/household
- \$24,250 for four persons in a family/household

The U.S. Census Bureau and Department of Health and Human Services measure poverty based on pre-tax income; non-cash benefits (e.g., food stamps and housing subsidies) are not counted.⁸⁵ Geographic adjustments in the FPL for differences in the cost of living, including high housing costs, are also not included.

Poverty and Women

More than 6 million Californians (16%) live below the federal poverty level (FPL): 18% of females live below the FPL and 15% of males.⁸⁶



83 U.S. Census. 2013 ACS 1-Year Estimates. Table S1701: Poverty Status in the Past 12 Months. <http://factfinder2.census.gov>

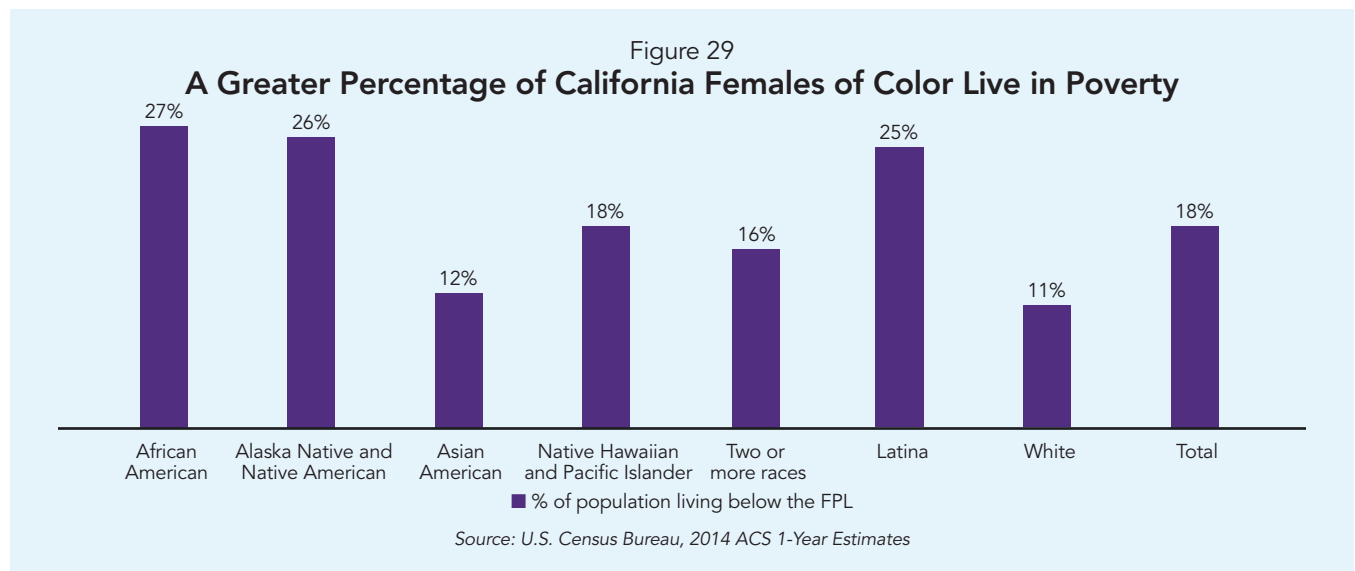
84 Federal Register Doc. 2015-01120. Filed 1-21-15, Vol. 78, No. 16, Jan. 22, 2015, pp. 3236-3237. <https://federalregister.gov/a/2015-01120>

85 U.S. Census. "How the Census Bureau Measures Poverty." See this site for additional details on establishing income. <http://www.census.gov/hhes/www/poverty/about/overview/measure.html>

86 U.S. Census. 2014 ACS 1-Year Estimates. Table S1701: Poverty Status in the Past 12 Months. <http://factfinder.census.gov>

87 U.S. Census. 2014 ACS 1-Year Estimates. Table S1703: Selected Characteristics of People at Specified Levels of Poverty in the Past 12 Months. <http://factfinder.census.gov/>

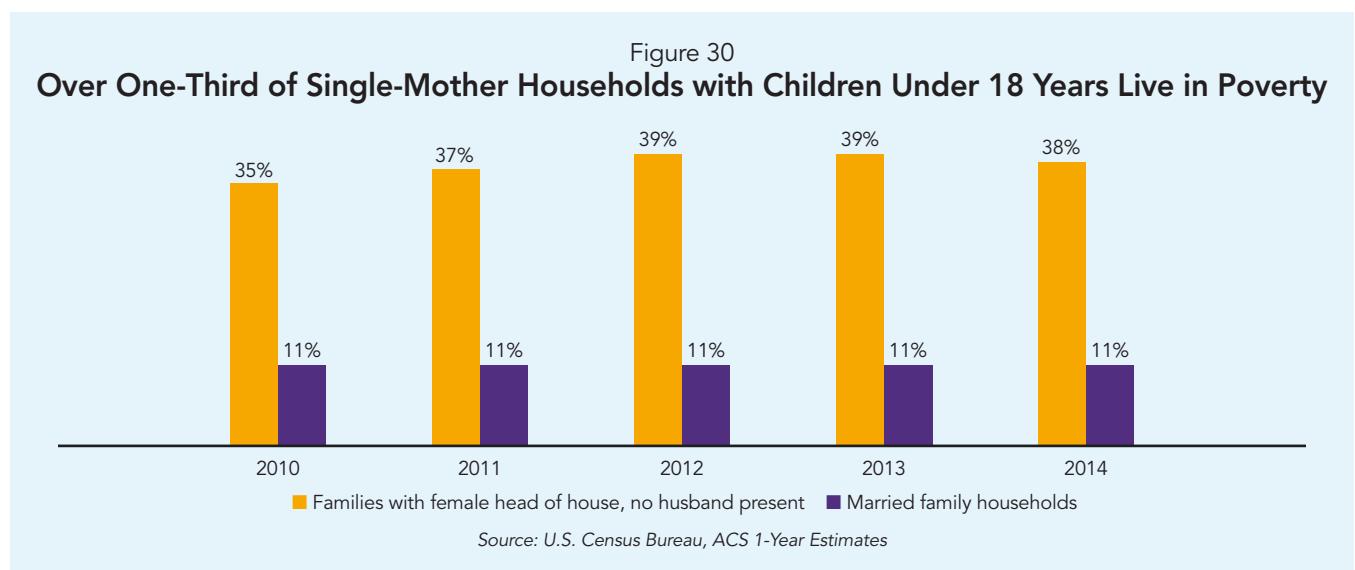
While there is a gender inequality with respect to poverty levels, there continues to be a greater inequality among females across ethnic and racial groups.⁸⁸



While the average of all California females living below the poverty level is 18%, at least one out of every four African-American females (27%), Alaska Native/Native American females (26%) and Latinas (25%) residing in California live in poverty.

Poverty and Single Mothers

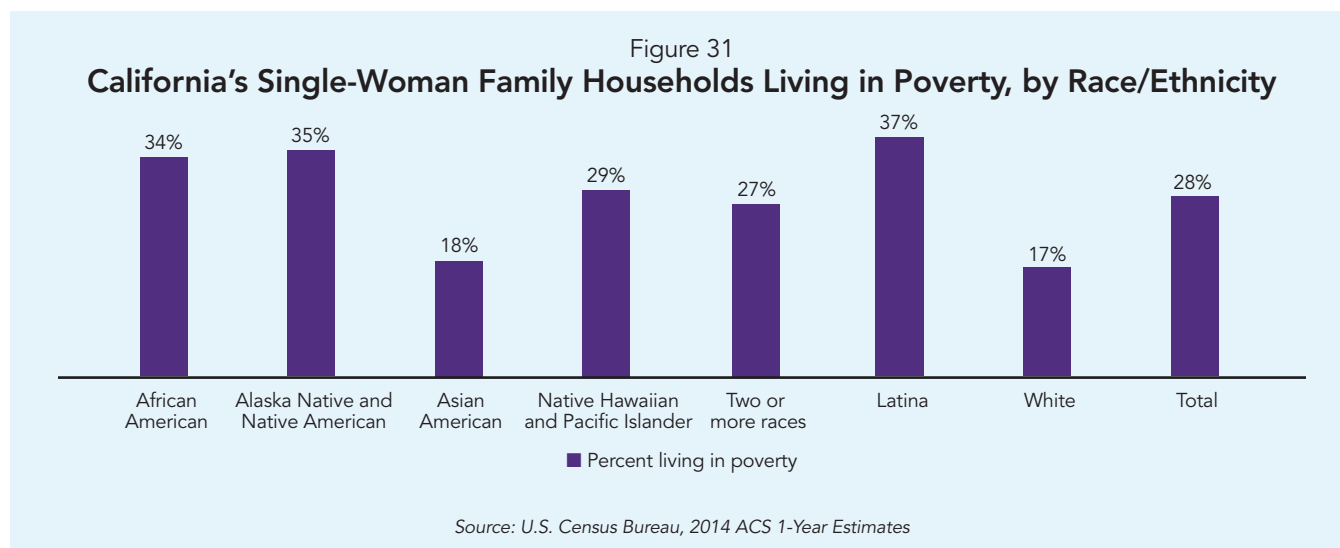
Twelve percent of all families live in poverty. For families with children under the age of 18 years, this number increases to 18%. Single-mother households are hit particularly hard. In 2014, 38% of single-mother households with children under the age of 18 years live in poverty. In 2010, 35% of single-mother households with children under the age of 18 years live in poverty.⁸⁹



⁸⁸ U.S. Census. 2014 ACS 1-Year Estimates. Tables C17001, C17001 B, C, D, E, G, H, II: Poverty Status in the Past 12 Months by Sex by Age for ethnicities/races listed. <http://factfinder.census.gov/>

⁸⁹ U.S. Census. ACS 1-Year Estimates for years listed. Table S1702: Poverty Status in the Past 12 Months of Families. <http://factfinder.census.gov/>

Twenty-eight percent of all California family households headed by single women (regardless of the presence of children) live in poverty. There is a significant disparity in poverty rates across racial and ethnic groups.⁹⁰



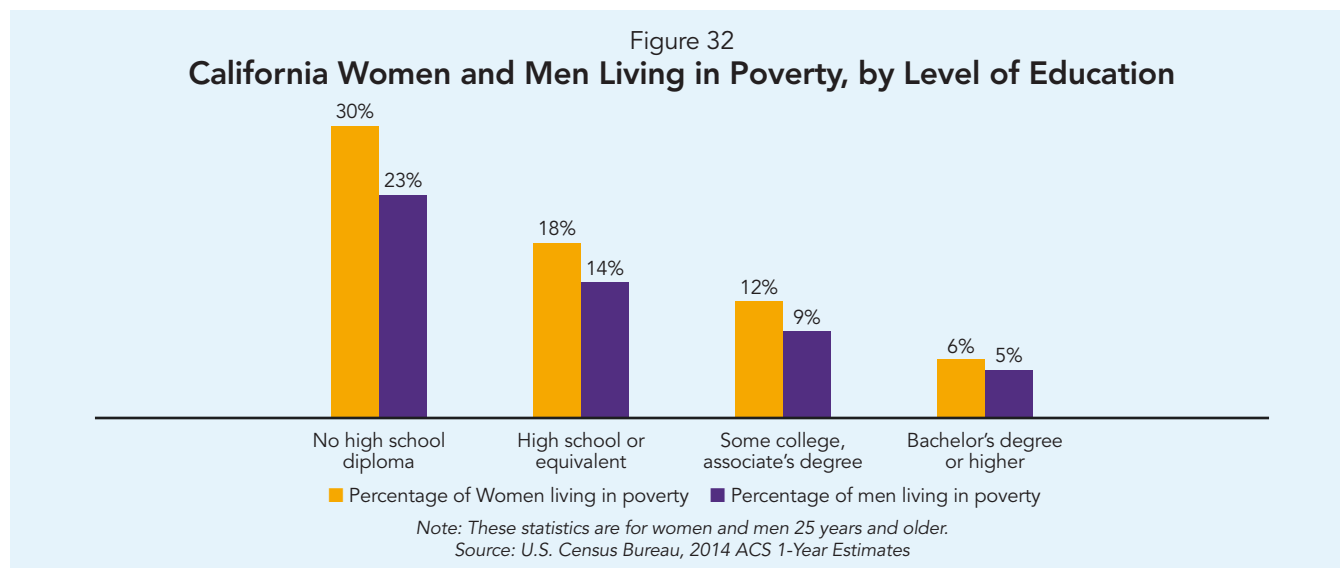
THEN & NOW

Relative to 2010, 26% of all households headed by women (no spouse present) lived in poverty compared with 28% in 2014. The greatest shifts among racial lines have been among households headed by African-American women (30% in poverty in 2010 compared with 34% in 2014) and those headed by Native Hawaiian/Pacific Islander women (24% in 2010 to 29% in 2014). The poverty rates of all other single-women family households have increased by 1% or less.



Poverty and Education

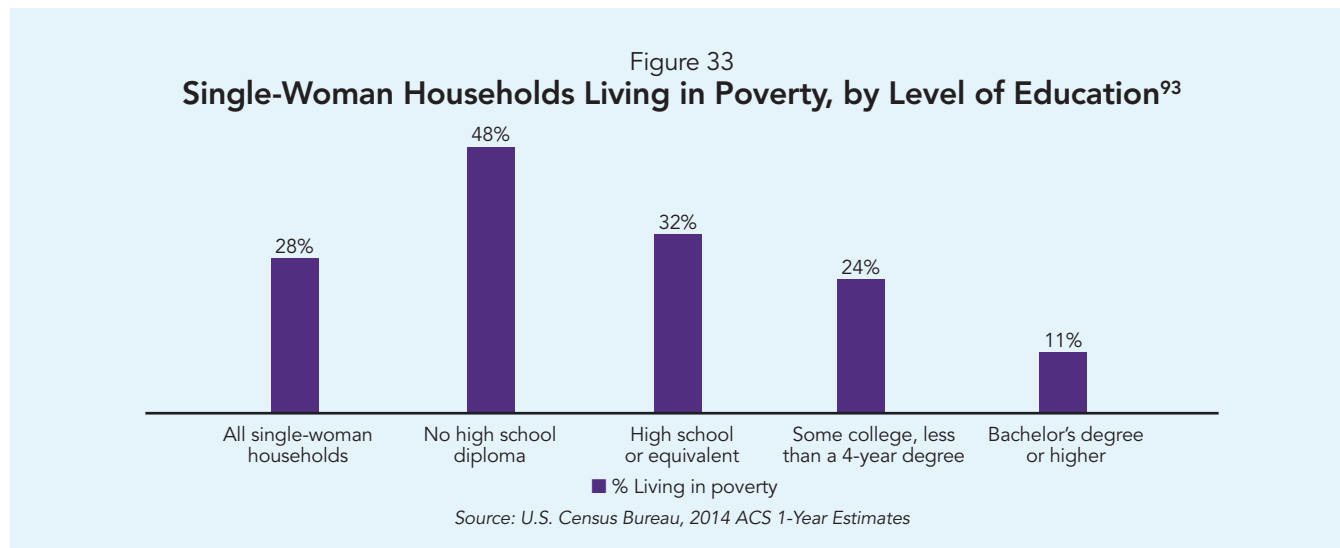
Education is one factor that works against poverty. As educational attainment increases, the percentage of individuals and families living in poverty (below the FPL) decreases.⁹¹



⁹⁰ U.S. Census. 2014 ACS 1-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. <http://factfinder.census.gov/>

⁹¹ U.S. Census. 2014 ACS 1-Year Estimates. Table B17003: Poverty Status in the Past 12 Months of Individuals by Sex by Educational Attainment (for the population 25 years and older). <http://factfinder.census.gov>

As is the case for individuals, the percentage of families living in poverty (below the FPL) drastically decreases when the head of the family has a minimum of a high school degree or equivalent (GED).⁹² For households headed by a single woman, the likelihood of living in poverty is nearly one in two (48%) when the woman lacks a high school degree. That percentage drops to 32% for households headed by a single woman with a high school degree. That percentage drops to 11% for households headed by a single woman with a bachelor's degree or higher.



Poverty and the Social Safety Net

A new poverty measure called the California Poverty Measure (CPM), developed jointly by the Public Policy Institute of California and the Stanford Center on Poverty and Inequality, measures the role need-based programs have in the lives of families by combining a family's annual cash income — including government benefits — with the tax obligations, tax credits and in-kind benefits families receive, while subtracting major nondiscretionary expenses.

Social “Safety Net” programs are need-based and intended to improve the lives of Californians living in poverty. These programs supplement the resources that families have available. They include: CalFresh (California's food stamp program), CalWORKs (California's cash assistance program), the federal Earned Income Tax Credit, federal housing subsidies and school lunch programs.

These safety net programs have reduced the poverty rates for all affected Californians: For the elderly, the poverty rate, as measured by the CPM, is reduced by over half (58%) from 19.7% to just over 8%. The effect of these programs on the deep poverty rate (those who are living at 50% or less of the CPM) is even more substantial. The deep poverty rate for Californians is reduced by 68%, with the reduction for the elderly at over 85%.⁹⁴

⁹² U.S. Census. 2011–2013 ACS 3-Year Estimates. Table S1702: Poverty Status in the Past 12 Months of Families. <http://factfinder.census.gov>

⁹³ *Ibid.*

⁹⁴ Poverty rates for these numbers were assessed using the California Poverty Measure to address geographic differences in cost of living and expanded definition of families and family structures. These resulted in a 21.8% CPM poverty rate compared with a 16.5% FPL rate.

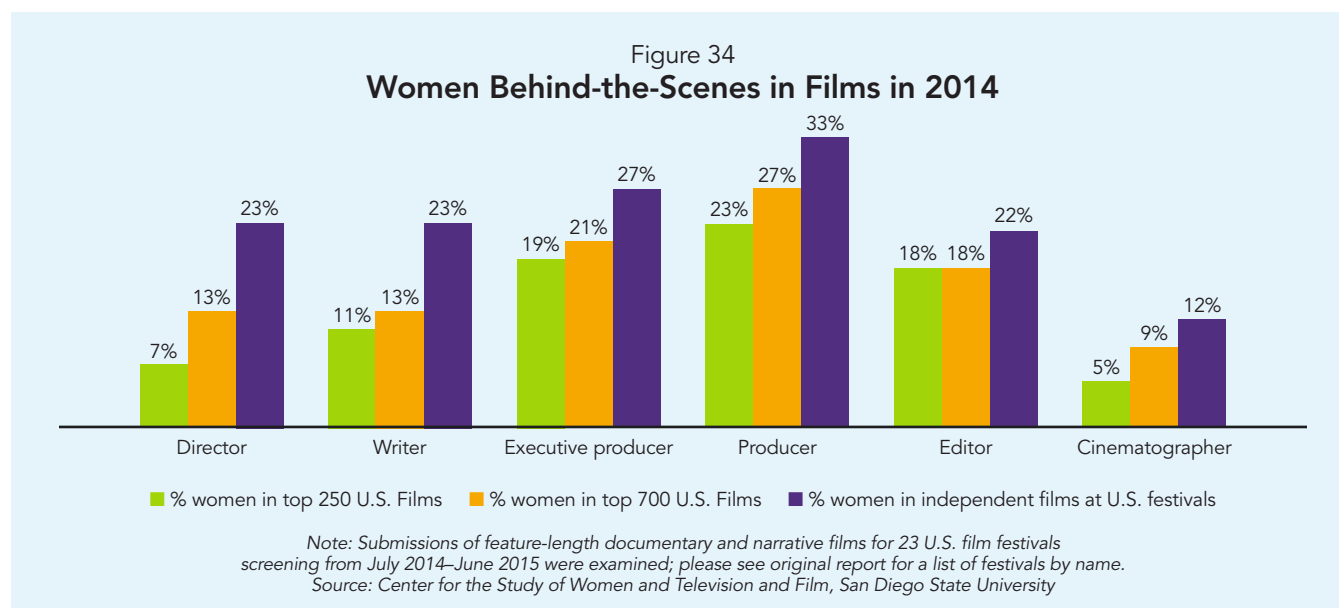
Film and Television

California is one of the largest producers of media in the nation in terms of television shows and films. When women occupy behind-the-scenes roles as directors, writers or producers, the presence of additional women behind the scenes — and on screen — increases. However, for over 15 years, women have occupied fewer than one in five of these critical roles in the U.S. film industry.⁹⁵ In recent years, women have held fewer than one in four of these roles in the television industry.⁹⁶ Compared with men, women have fewer lead roles on screen, their portrayals are limited in terms of professional status, they are younger in age, and more sexualized in appearance compared with male characters.

Women Behind the Scenes

FILM

According to a study from the Geena Davis Institute on Gender in Media, the scarcity of women behind the scenes in filmmaking is a global phenomenon, with fewer than 25% of all content-creating positions held by women. The Institute's global study of popular films across 11 countries found that females comprised 7% of directors, 19.7% of writers and 22.7% of producers.⁹⁷ In the U.S., women held 26% of the key positions for feature-length independent films in the top festival circuits,⁹⁸ and comprised 17% of individuals employed on the top 250 films.⁹⁹ These numbers are slightly better in the top 700 films and independent movies.¹⁰⁰



⁹⁵ Lauzen, Martha M. The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 250 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2015_Celluloid_Ceiling_Report.pdf

⁹⁶ Lauzen, Martha M. Boxed in: Portrayals of Female Characters and Employment of Behind-the Scenes Women in 2014–15 Prime-time Television. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014-15_Boxed_In_Report.pdf

⁹⁷ Smith, S. L.; Choueiti, M.; and Pieper, K. Gender Bias without Borders: An Investigation of Female Characters in Popular Films Across 11 Countries. (2014). A study commissioned by the Geena Davis Institute on Gender in Media at Mount Saint Mary's University. <http://annenbergl.usc.edu/pages/~media/MDSCI/Gender%20Bias%20Without%20Borders%20Executive%20Summary.ashx>

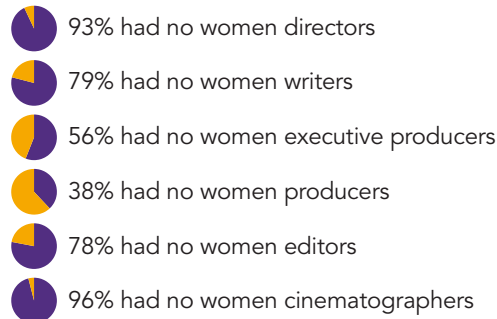
⁹⁸ Lauzen, Martha M. Independent Women: Behind-the-Scenes Employment on Festival Films in 2014–15. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2015_Independent_Women_Report.pdf

⁹⁹ Lauzen, Martha M. The Celluloid Ceiling: Behind-the-Scenes Employment of Women on the Top 250 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2015_Celluloid_Ceiling_Report.pdf

¹⁰⁰ Lauzen, Martha M. Women and the Big Picture: Behind-the-Scenes Employment on the Top 700 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Women_and_the_Big_Picture_Report.pdf

In film, women are employed in greatest proportion as producers, with a smaller proportion occupying the role of writer or director. A study of films in the Sundance Film Festival from 2002–2014 showed that the director gender gap is the largest in the realm of top-grossing films and theatrical distributions: at the highest platform of distribution (above 250 screens) male directors outnumber female directors 6-to-1.¹⁰¹ For the 250 top films, these figures represent a slight increase in every occupation from 2013 films (except for producers), and a slight decrease in participation from 1998.¹⁰²

However, it is important to note the lack of women in the top 250 films screening in 2014:¹⁰³

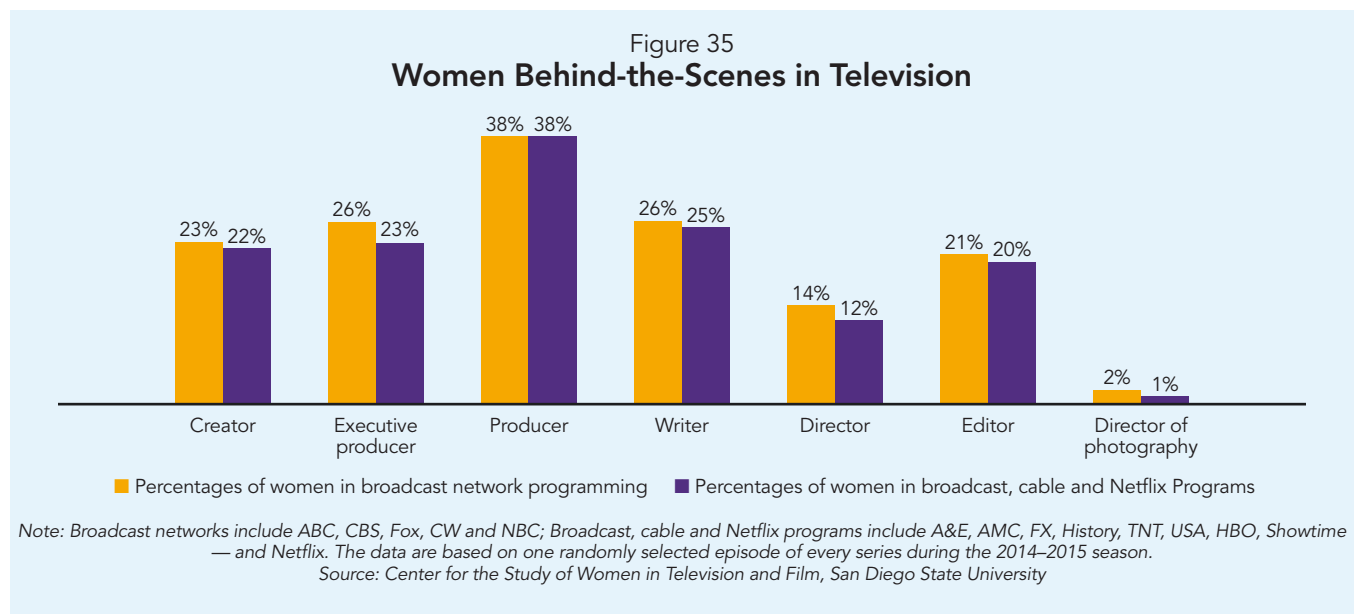


TELEVISION

Similar to film, the major role played by women behind the scenes in television remains that of producer; women are least represented among directors of photography.¹⁰⁴



Since 1997, the growth in percentage of women in key behind-the-scenes positions in the television industry has increased slowly: currently women occupy 27% of key positions in network programs compared with 21% in 1997.



¹⁰¹ Smith, S. L.; Pieper, K.; and Choueiti, M. Exploring the Careers of Female Directors: Phase III. (2015). Sundance Institute and Women in Film Los Angeles, Female Filmmakers Initiative.

¹⁰² Lauzen, Martha M. The Celluloid Ceiling: Behind the Scenes Employment of Women on the Top 250 Films of 2014. (2015). Center for the Study of Women in Television and Film, San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2015_Celluloid_Ceiling_Report.pdf

¹⁰³ *Ibid.*

¹⁰⁴ Lauzen, Martha M. Boxed In: Portrayals of Female Characters and Employment of Behind-the-Scenes Women in 2014-15 Prime-time Television. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014-15_Boxed_In_Report.pdf

On-Screen Roles of Women

FILM



Women are often absent in top-grossing films. In 2014, women were featured as the female protagonist in 12% of films; this represents a decrease compared with 2002, when the rate was 16%. In addition, in 2014, 29% of all major characters and 30% of all speaking characters in U.S. films were female.¹⁰⁵



Female characters continue to be sexualized to a greater degree than their male counterparts. Among the 100 top-grossing films in 2014, women are nearly three times as likely as men to appear partially or fully nude in movies (26% and 9%, respectively).¹⁰⁶ The work status of female characters is also less often known than for male characters. Although women make up 46% of workers in the U.S., 23% of characters holding a job in film were females.¹⁰⁷ Female characters were much more likely to be identified in a personal-life role (e.g., as wife or mother) than males (58% and 31%, respectively).¹⁰⁸

In addition, a recent global study of popular films across 11 countries found that women are nearly shut out of sports professions when it comes to representation on screen. In the survey, commissioned by the Geena Davis Institute on Gender in Media at Mount Saint Mary's University, 122 characters were classified as athletes, coaches or sports announcers. Of those 122 roles, women portrayed just five characters, while men accounted for the other 117.¹⁰⁹

TELEVISION

Female characters comprised 42% of all speaking roles in broadcast television and 40% of all major characters on broadcast, cable and Netflix programs.¹¹⁰

The majority of female television characters were in their 20s and 30s (60%) and the majority of male characters were in their 30s and 40s (55%). Females are generally not portrayed in career roles or at work; when their working status is known, they have rarely been depicted as professionals or leaders. More female characters (35%) had an unknown occupational status compared with men (24%).¹¹¹

105 Lauzen, Martha M. It's a Man's (Celluloid) World: On-Screen Representations of Female Characters in the Top 100 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Its_a_Mans_World_Report.pdf

106 Smith, S. L.; Choueiti, M.; Pieper, K., et al. Inequality in 700 Popular Films: Examining the Portrayal of Gender, Race and LGBT Status from 2007–2014. (2014). Media, Diversity and Social Change Initiative. <http://www.annenberg.usc.edu/pages/DrStacyLSmithMDSCI#previousresearch>

107 Smith, S. L.; Choueiti, M.; and Pieper, K. Gender Bias without Borders: An Investigation of Female Characters in Films Across 11 Countries. (2014). A study commissioned by the Geena Davis Institute on Gender in Media at Mount Saint Mary's University. <http://annenberg.usc.edu/pages/~media/MDSCI/Gender%20Bias%20Without%20Borders%20Executive%20Summary.ashx>

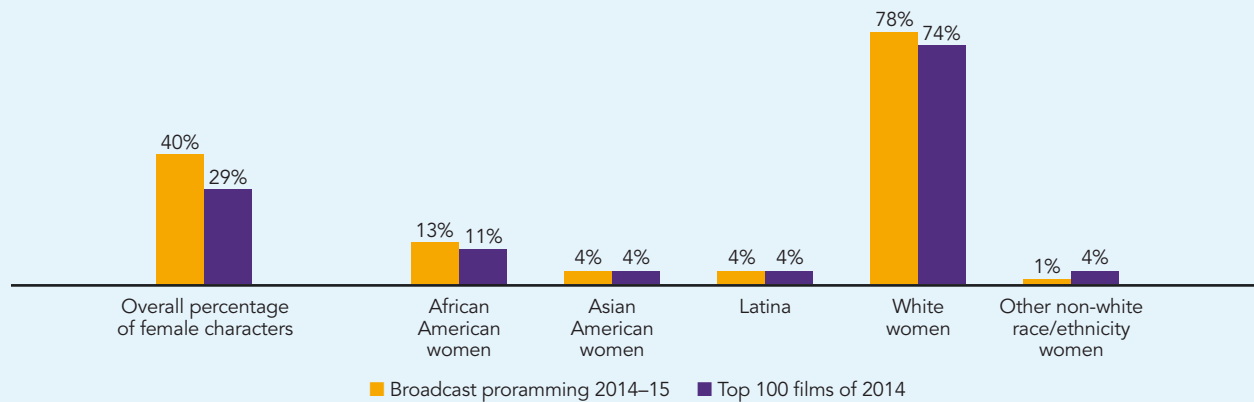
108 Lauzen, Martha M. It's a Man's (Celluloid) World: On-Screen Representations of Female Characters in the Top 100 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Its_a_Mans_World_Report.pdf

109 Smith, S. L.; Choueiti, M.; and Pieper, K. *Gender Bias without Borders: An Investigation of Female Characters in Popular Films Across 11 Countries.* (2014). A study commissioned by the Geena Davis Institute on Gender in Media at Mount Saint Mary's University. <http://annenberg.usc.edu/pages/~media/MDSCI/Gender%20Bias%20Without%20Borders%20Executive%20Summary.ashx>

110 Lauzen, Martha M. Boxed In: Portrayals of Female Characters and Employment of Behind-the-Scenes Women in 2014–15 Prime-time Television. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014-15_Boxed_In_Report.pdf

111 *Ibid.*

Figure 36
Race of On-Screen Human Characters in TV¹¹² and Film¹¹³



Source: Center for Study of Women in Television and Film, San Diego State University

Across broadcast, cable and Netflix programming as well as movies, women of color are vastly underrepresented on screen. The overwhelming majority (over 74%) of female human characters in film and television are white. African-American women represent less than 15% of female characters on screen, while Asian-American women and Latinas occupy 4% of roles.

Increasing the Presence of Women in the Film and Television Industries

The gender gaps in the film and television industries are well documented. The presence of women behind the scenes and in front of the screen increases when women occupy key roles as producer, director or creator.

Films with women executive producers and directors employ a greater number of women in other key behind-the-scenes roles than films with exclusively male counterparts.¹¹⁴ In film, when men solely occupy director and producer roles, 7–15% of projects have women writers, editors and directors. In comparison, when one or more women occupy these same roles, 52% of directors hire female writers and 35% hire female editors; with women producers, over 20% of projects have women writers, directors and producers.

The same trend is present in television with female executive producers and show creators hiring a substantially higher percentage of women editors and directors.¹¹⁵ When men exclusively hold executive producer or creator roles, 6–15% of writers, editors and director roles go to women. When one or more women occupy these same roles, the percentages jump to 15% to 50%.¹¹⁶

The most dramatic impact in the film industry of having one or more women in key behind-the-scene roles is the increase in the percentage of female protagonists from 4% to 39%.¹¹⁷ While women in key behind-the-scene roles in the television industry does not produce such a dramatic change, there is an increase in the proportion of female major characters.¹¹⁸

¹¹² *Ibid.*

¹¹³ Lauzen, Martha M. It's a Man's (Celluloid) World: On-Screen Representations of Female Characters in the Top 100 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Its_a_Mans_World_Report.pdf

¹¹⁴ Lauzen, Martha M. Women and the Big Picture: Behind-the-Scenes Employment on the Top 700 films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Women_and_the_Big_Picture_Report.pdf

¹¹⁵ Lauzen, Martha M. Boxed In: Portrayals of Female Characters and Employment of Behind-the-Scenes Women in 2014–15 Prime-time Television. (2015) Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014-15_Boxed_In_Report.pdf

¹¹⁶ *Ibid.*

¹¹⁷ Lauzen, Martha M. It's a Man's (Celluloid) World: On-Screen Representations of Female Characters in the Top 100 Films of 2014. (2015). Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014_Its_a_Mans_World_Report.pdf

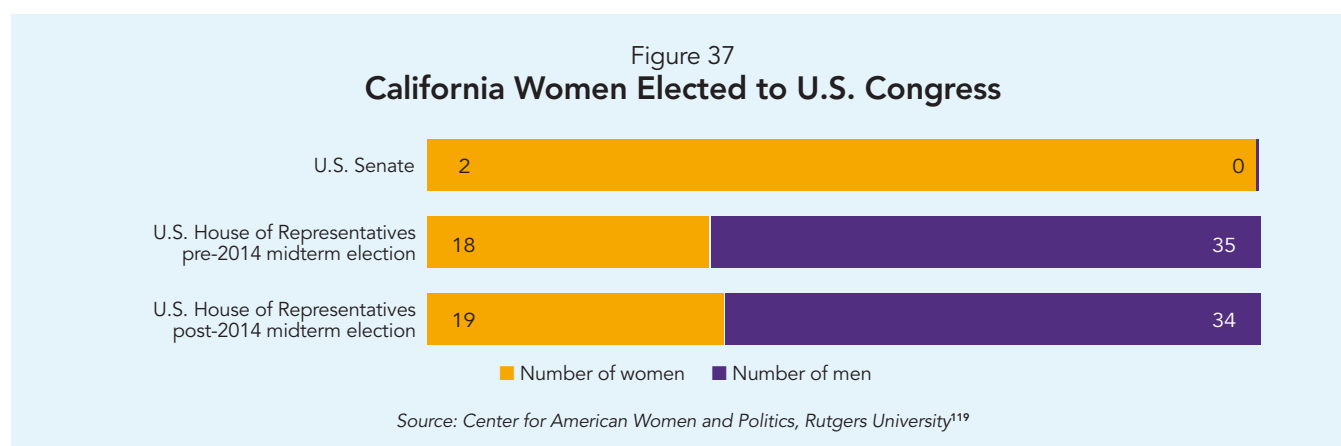
¹¹⁸ Lauzen, Martha M. Boxed In: Portrayals of Female Characters and Employment of Behind-the-Scenes Women in 2014–15 Prime-time Television. (2015) Center for the Study of Women in Television and Film. San Diego State University, San Diego, Calif. http://womenintvfilm.sdsu.edu/files/2014-15_Boxed_In_Report.pdf

Political Leadership

The 2014 elections sent a record-breaking number of women to the 114th U.S. Congress, bringing the total female membership in both houses to over 100 for the first time in United States history. However, in 2015 the California Legislature had the fewest number of women serving since 1998. Despite lagging parity in representation, California women legislators have taken the lead in achieving notable gains with a series of bills that benefit the lives of women and their families.

National Representation

For the first time in American history, the number of women in the 2015 Congress exceeded 100. However, that achievement is tempered by the knowledge that those women still represent only 19.4% of the 535-seat U.S. Congress. This includes California senators Dianne Feinstein and Barbara Boxer. Only 19 of 53 (35.8%) members of the House from California were women. Following the 2014 midterm election, California sent one additional woman to Washington, D.C.



In the 2014 California midterm election, 25 female candidates ran for 24 Congressional seats. Of the female candidates in California Congressional races, all 17 female incumbents were reelected, all five female candidates who challenged incumbents were defeated and two of three female candidates won open seat elections.¹²⁰

State Representation

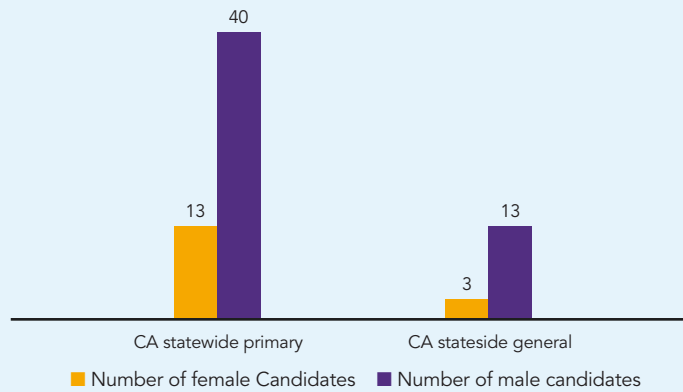
STATEWIDE OFFICES

Thirteen women ran for statewide executive office in the primary, but only three were listed in the general election. Analysis of the 2014 California election data shows that male candidates significantly outnumber female candidates in primary and general elections.

¹¹⁹ Center for American Women and Politics, Rutgers University. 2014. Women in the U.S. House of Representatives 2015. <http://www.cawp.rutgers.edu/women-us-house-representatives-2015>; and State Fact Sheet. http://www.cawp.rutgers.edu/state_fact_sheets/ca

¹²⁰ California Secretary of State Deborah Bowen. Statement of the Vote: Nov. 4, 2014, General Election. <http://elections.cdn.sos.ca.gov/sov/2014-general/pdf/2014-complete-sov.pdf>

Figure 38
2014 Candidates by Gender in California Statewide Elections



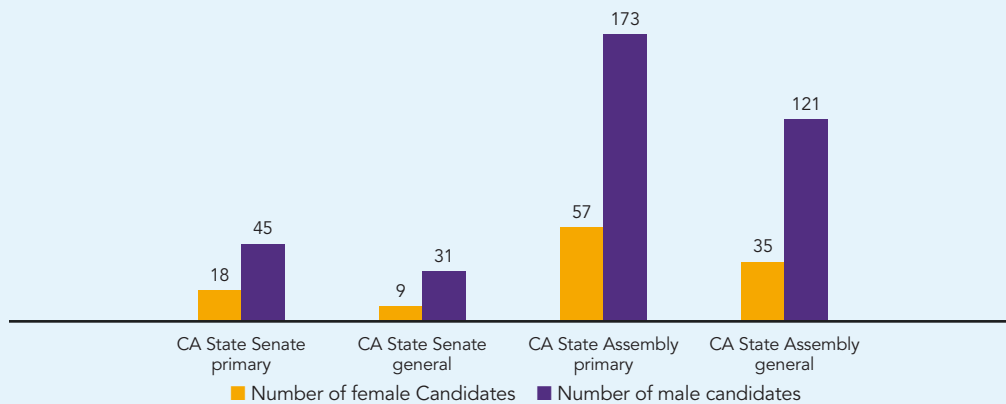
Source: California Secretary of State¹²¹

Women hold two of the eight elected statewide positions. In the primary election, 25% of fifty-three statewide primary candidates were women (two Republican, three Democrat and eight other). In the general election, 19% of sixteen statewide candidates were women (one Republican, two Democrat). Two women were elected to the Board of Equalization (which has four districts); with the addition of Betty Yee as controller, the board has a female majority.

CALIFORNIA STATE LEGISLATURE

In 2014 prior to midterm elections, California was ranked 17th among the states in women's representation in state legislatures; in 2015, California ranks 20th.¹²²

Figure 39
2014 California State Legislature Elections



Source: California Secretary of State¹²³

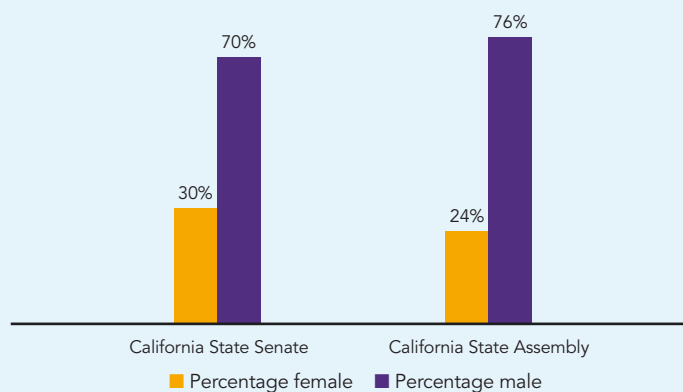
Women won five of the 20 California State Senate races in 2014. In the general election, 23% of the State Senate candidates were women (four Republican, five Democrat). Women won 18 of the 80 California State Assembly races in 2014. In the general election, 22% of the State Assembly candidates were women (17 Republican, 18 Democrat).

121 California Secretary of State Deborah Bowen. Statement of Vote: June 3, 2014, Primary Election and Statement of Vote: Nov. 4, 2014, General Election. <http://www.sos.ca.gov/elections/prior-elections/statewide-election-results/>

122 Center for American Women and Politics, Rutgers University (2014 and 2015). Women in State Legislatures 2014. <http://www.cawp.rutgers.edu/sites/default/files/resources/stleg2014.pdf> and Women in State Legislatures 2015. <http://www.cawp.rutgers.edu/women-state-legislature-2015>

123 California Secretary of State Deborah Bowen. Statement of Vote: June 3, 2014 Primary Election and Statement of Vote: Nov. 4, 2014 General Election. <http://www.sos.ca.gov/elections/prior-elections/statewide-election-results/>

Figure 40
Women in the California State Legislature



Source: California State Legislature¹²⁴

As of 2015, the California Legislature has the fewest number of women since 1998: 31 women make up 25.8% of the legislative body. The record for women's representation in the California Assembly was 25 assemblywomen — out of 80 members total — in 2005-2006, compared with 19 assemblywomen following the 2014 midterm elections. The record for women's representation in the California Senate was 13 women senators in 2004 — out of 40 members total — compared with 12 women senators following the 2014 midterm elections. Women's representation in the California state legislature peaked in 2004 at 31% female in both houses.¹²⁵

However, women have achieved important leadership positions in the California Legislature. In 2014, for the first time, a chamber of the California state legislature was led by a woman on both sides of the aisle: Speaker of the Assembly Toni Atkins and Assembly Minority Leader Connie Conway, who was the first female Assembly Republican Leader in 30 years.¹²⁶ Kristin Olsen succeeded Conway in 2014,¹²⁷ and Chad Mayes took over the role in January 2016.¹²⁸ In the California Senate, a woman, Jean Fuller, serves as the Republican Minority Leader, and a woman, Lois Wolk, serves as the Democrat's Majority Whip.¹²⁹

In the last quarter of the 1900s, women made significant advances in terms of their presence in the California state legislature; that trend has disappeared and slightly reversed since 2005:¹³⁰



THEN & NOW

Year	Number of women	% Total women
1975	3	2.5%
1980	12	10.0%
1985	15	12.5%
1990	19	15.8%
1995	25	20.8%
2000	31	25.8%
2005	37	30.8%
2010	32	26.7%
2015	31	25.8%

¹²⁴ California State Legislature. <http://senate.ca.gov/senators> and <http://assembly.ca.gov/assemblymembers>

¹²⁵ The Leadership California Institute. Women 2014: The Status of Women in California Government. <http://www.leadershipcaliforniainstitute.org/women2014>

¹²⁶ Libby, Sara. Sept. 8, 2014. "What Victory for Women's Rights Looks Like." Slate Magazine. http://www.slate.com/blogs/xx_factor/2014/09/08/california_s_legislature_led_by_women_passing_laws_to_help_women.html

¹²⁷ <http://www.latimes.com/local/political/la-me-pc-assembly-gop-leadership-20140701-story.html>

¹²⁸ *Ibid.*

¹²⁹ California State Senate. Senate Leadership. <http://senate.ca.gov/leadership>

¹³⁰ Center for American Women and Politics, Rutgers University. State Fact Sheet — California. http://www.cawp.rutgers.edu/state_fact_sheets/ca



CALIFORNIA STATE LEGISLATION BENEFITING WOMEN

Although having the lowest representation of women in 17 years, 2014–2015 were productive legislative years in terms of passing laws which directly benefited women.¹³²

Of these bills, some of the most notable were sponsored by women legislators.

Figure 41

California Bills Sponsored by Women Legislators

Bill name/number	Sponsor	Description
Senate Bill 358; also known as the Fair Pay Act ¹³³	State Senator Hannah-Beth Jackson (19th district)	Requires equal pay, regardless of gender, for substantially similar work.
Assembly Bill 1517 ¹³⁴	Assembly member Nancy Skinner (15th district)	Establishes timelines for local law enforcement to process rape kits.
Assembly Bill 1787 ¹³⁵	Assembly member Bonnie Lowenthal (70th district)	Requires California's commercial airports to offer a clean, private space for mothers to breastfeed or pump.
Assembly Bill 1522 ^{136 13}	Assembly member Lorena Gonzalez (80th district)	Ensures workers the right to earn and use three paid sick days a year.
Assembly Bill 2350 ^{137 14}	Assembly member Susan Bonilla (14th district)	Prohibits required leaves of absence for pregnant graduate students thus making it easier for them to complete their degree.
Assembly Bill 1850 ^{138 15}	Assembly member Marie Waldron (75th district)	Expands the definition of "harm" for the purposes of a restraining order to include and protect minors who were present during an act of domestic violence.
Senate Bill 1135 ^{139 16}	State Senator Hannah-Beth Jackson (19th District)	Bans the forced sterilization of prison inmates after reports that, between 2006–2010, nearly 150 women held in the California Department of Corrections and Rehabilitation were sterilized without their consent. ¹⁷

131 CAWP. "History of Women in the U.S. Congress." <http://www.cawp.rutgers.edu/history-women-us-congress>

132 Libby, Sara. Sept. 8, 2014. "What Victory for Women's Rights Looks Like." Slate Magazine. http://www.slate.com/blogs/xx_factor/2014/09/08/california_s_legislature_led_by_women_passing_laws_to_help_women.html

133 Office of Governor Edmund G. Brown, Jr., Oct. 6, 2015. <https://www.gov.ca.gov/news.php?id=19149>; California Senate Bill No. 358. https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201520160SB358

134 California Assembly Bill No. 1517. https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1517

135 California Assembly Bill No. 1787. http://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1787

136 California Assembly Bill No. 1522. https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1522

137 California Assembly Bill No. 2350. http://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB2350

138 California Assembly Bill No. 1850. https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140AB1850

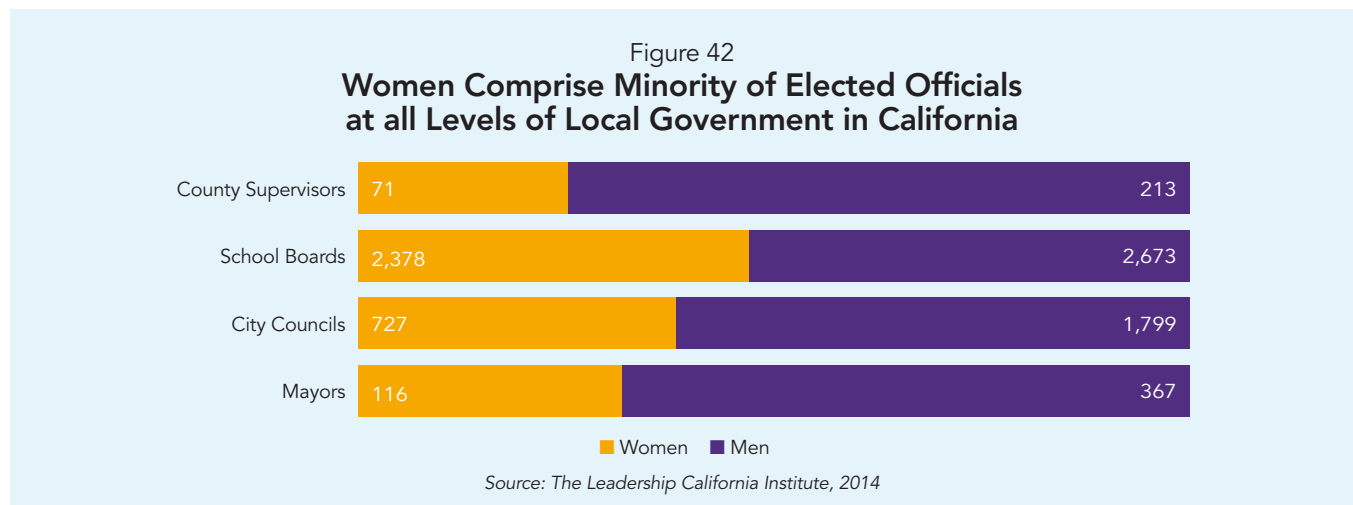
139 California Senate Bill No. 1135. https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201320140SB1135

A Look Ahead to 2016 National and State Elections

The 2016 election presents critical challenges and opportunities for women's representation in state and national politics. U.S. Senator Barbara Boxer will be retiring in 2016, creating an open seat election. In the California State Legislature, several female representatives will be termed out of office in 2016, including the female Speaker of the Assembly, Toni Atkins. Three female State Senators and five female Assembly members will be termed out in 2016.¹⁴⁰

In the 2014 midterm election, men outnumbered women candidates on the primary ballot by a factor of two or more. Analysis has shown that women are elected to office roughly in the same proportion that they run: when fewer women run for office, fewer women have an opportunity to advance to the general election and win public office.¹⁴¹

LOCAL REPRESENTATION



As of June 3, 2014, in California's 58 counties, women comprise just 25% of all county board supervisors. California public school boards are the closest elected body to reach gender parity, with 47% of all school board members being women.¹⁴²

The total number of women on California's 482 city councils was 727 compared with 1,799 men, meaning women represent 28.6% of all city council seats in the state. Only one city (Eureka) has an all-female city council and 67 (13.9%) cities have councils with no female council members. Of the 12 largest cities in California, Oakland has the highest percentage of women serving (55%). Los Angeles, Sacramento and Bakersfield have only one woman on the council. Riverside has no women on its council.¹⁴³ At the next level, 116 (24%) women serve as mayors of their city. Seventy-five percent of all female state legislators served in local elected positions before running for state office.¹⁴⁴



In 2012, 73 women (25%) served among the 296 county supervisors throughout the state; in 2014, that number has dropped to 67 (22.6%) women.



140 California's Women State Legislators: Historical Trends (1918 to Dec. 1, 2014), S-14-023. CRB. <https://www.library.ca.gov/crb/14/S-14-023.pdf>

141 See the 2015 Report on the Status of Women and Girls in California, Mount Saint Mary's University, p. 41, for a summary of California's 2014 mid-term elections. <http://www.msmu.edu/statusofwomen>

142 The Leadership California Institute. Women 2014: An Examination of the Status of Women in California State and Local Government. http://www.leadershipcaliforniainstitute.org/sites/all/files/Women_2014.pdf

143 California Women Lead and The League of Cities Women's Caucus. September 2015. Updated Report: Women Representation on CA City Councils. <http://www.cawomenlead.org/?page=StatewideReports>

144 The Leadership California Institute. Women 2014: The Status of Women in California Government. <http://www.leadershipcaliforniainstitute.org/women2014>

Women and Business

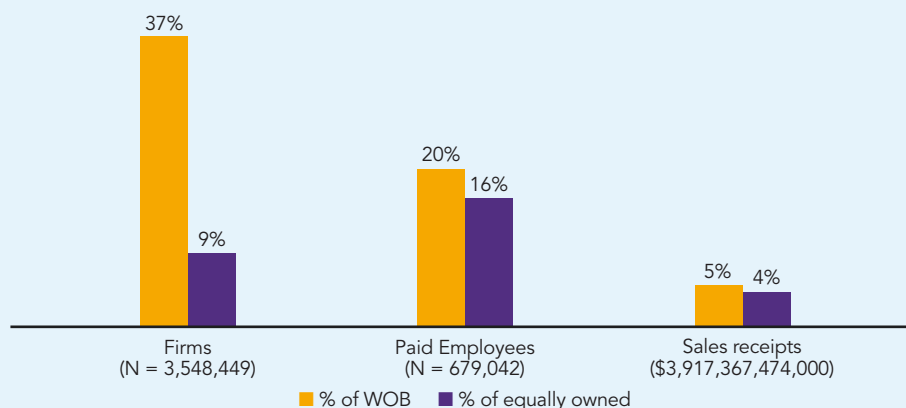
California leads the nation in the number of women-owned businesses. While these businesses contribute nearly \$202 billion in revenue and over one million jobs to the state's economy, they only account for about 13% of business receipts of all privately-held companies in California.¹⁴⁵ Among the California Fortune 400 companies, women continue to be underrepresented in executive positions and on boards of directors. To encourage more equitable gender representation on corporate boards, the California Legislature passed a resolution urging corporations to achieve at least 20% representation for women by December 2016.

Women-Owned Businesses

In 2015, there are estimated to be just over 9.4 million women-owned businesses (WOBs) in the United States; these businesses generate nearly \$1.5 trillion in revenues annually and employ over 7.9 million people. Nationally, women own or are equal co-owners of 47% of all firms across the country.¹⁴⁶

California is home to 1,219,500 firms — the greatest number of women-owned firms in any state; it is the only state in which there are over 1 million women-owned firms.¹⁴⁷ According to the most recent survey of business owners, California women own or are equal co-owners of 46% of all California firms.¹⁴⁸

Figure 43
Contributions by California's Women-Owned or Equally Co-Owned Businesses



Source: U.S. Census Bureau, 2012 Survey of Business Owners

While women either own or equally co-own nearly half (46%) of all California's firms (both privately and publicly held), these firms account for only 35% of the paid workforce and 10% of business receipts. However, the economic impact of California's women-owned businesses continues to grow, with a 9% increase in the number of firms over the past year and a 10% increase in business receipts. A 1% increase of workers employed by women-owned businesses (just under 1,000,000 people) has occurred since 2014.¹⁴⁹

145 U.S. Census. 2012 Business Owners Survey (released December 2015). Table SB1200CSA02: Statistics for all U.S. Firms by Industry, Veteran Status and Gender for the U.S., States, Metro Areas, Counties and Places: 2012 (selected for California). <http://factfinder.census.gov/>

146 American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses Report: A Summary of Important Trends, 1997–2015. http://www.womenable.com/content/userfiles/Amex_OPEN_State_of_WOBs_2015_Executive_Report_finalsm.pdf

147 American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses: Summary Tables. http://www.womenable.com/content/userfiles/2015_State_of_Women-Owned_Businesses_Report-Summary_Tables.pdf

148 U.S. Census. 2012 Business Owners Survey (released December 2015). Table SB1200CSA01: Statistics for all U.S. Firms by Industry, Gender, Ethnicity and Race for the U.S., States, Metro Areas, Counties and Places (selected for California). <http://factfinder.census.gov/>

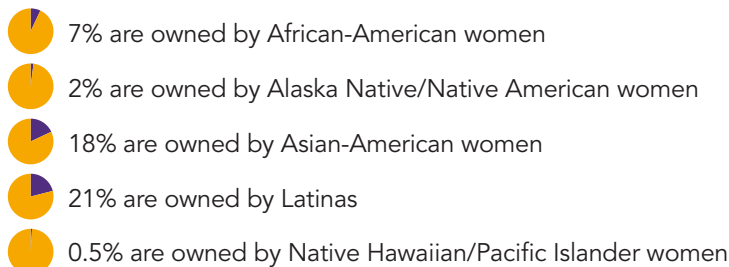
149 American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses. http://www.womenable.com/content/userfiles/Amex_OPEN_State_of_WOBs_2015_Executive_Report_finalsm.pdf

Since 1997, the number of women-owned firms in California has grown by 74%; employment has grown by 7%; and receipts have grown by 81%.¹⁵⁰



ETHNICITY AND RACE

Over half (55%) of California's women-owned firms are owned by minority women.¹⁵¹ The most recent 2015 data¹⁵² estimate that of California's women-owned businesses:



As of 2012, women-owned companies in California contributed nearly \$202 billion in revenue and more than 1 million jobs to the state's economy. White women own 45% of California's women-owned businesses; however, only 11% of firms owned by white women have employees. Fifteen percent of firms owned by Asian-American women have employees.¹⁵³

In 1997, 32% of all women-owned businesses in California were owned by women of color; as of 2015, that percentage had increased to 49%. Latina-owned businesses constituted 14% of all women-owned businesses in 2002; by 2015, that number had risen to 21%.¹⁵⁴



Representation of Women in Corporations

HIGHEST EXECUTIVE OFFICERS

Among California's Fortune 400,¹⁵⁵ the number of women CEOs has reached 17 (4.3%) up from 13 female CEOs in 2013.¹⁵⁶ This percentage has hovered around 3–4% since 2006. In 2015, 52 companies had a female CFO (up from 50 in 2014) and 13 have a female Chief Operating Officer (down from 14 in 2014).

¹⁵⁰ American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses: Summary Tables. http://www.womenable.com/content/userfiles/2015_State_of_Women-Owned_Businesses_Report-Summary_Tables.pdf

¹⁵¹ U.S. Census. 2012 Business Owners Survey (released December 2015). Table SB1200CSA01: Statistics for all U.S. Firms by Industry, Gender, Ethnicity and Race for the U.S., States, Metro Areas, Counties and Places (selected for California). <http://factfinder.census.gov/>

¹⁵² American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses: Summary Tables. http://www.womenable.com/content/userfiles/2015_State_of_Women-Owned_Businesses_Report-Summary_Tables.pdf

¹⁵³ U.S. Census. 2012 Business Owners Survey (released December 2015). Table SB1200CSA01: Statistics for all U.S. Firms by Industry, Gender, Ethnicity and Race for the U.S., States, Metro Areas, Counties and Places (selected for California). <http://factfinder.census.gov/>

¹⁵⁴ American Express OPEN Report. (May 2015). The 2015 State of Women-Owned Businesses: Summary Tables. http://www.womenable.com/content/userfiles/2015_State_of_Women-Owned_Businesses_Report-Summary_Tables.pdf

¹⁵⁵ California's Fortune 400 are defined as the 400 largest public companies by market capitalization that are headquartered in California.

¹⁵⁶ UC Davis Graduate School of Management in partnership with Watermark. (Nov. 17, 2015). UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives 2015–16. <http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2015-web.pdf>

BOARDS OF DIRECTORS

Of the 3,260 board positions in California's 400 largest publicly-traded companies, women hold 13% of the seats. For women, this represents a slow but steady increase in the number of women directors since 2011 (from 322 to 432 women).¹⁵⁷

Figure 44
**Women Directors, Executives and CEOs Slowly Increasing
at California's 400 Largest Public Companies¹⁵⁸**

	2011	2012–2013	2013–2014	2014–2015	2015–2016
Number of women CEOs	13	13	13	14	17
Number of women CFOs	45	47	52	50	52
% of women directors	10%	11%	11%	12%	13%
% of women among five highest-paid executives and directors	10%	10%	10%	12%	12%

*Note: Percentages are rounded to whole numbers; executive positions include the CEO, CFO and the three other most-highly compensated executives of the corporation.
Source: U.C. Davis, School of Management*

Among the 90 public companies on the Fortune 1,000 list that are headquartered in California, women hold 17% of board of directors' seats. The vast majority of women directors (90%) are white, 6% of women directors are Asian American, 2% are Latina and 2% are African American.¹⁵⁹

To encourage equitable and diverse gender representation on corporate boards, in 2013 California passed resolution SCR-62.¹⁶⁰ This resolution urges corporations to achieve at least 20% representation of women on all boards by December 2016. Of the largest 400 public companies, the percentage of firms that meet the goals of SCR-62 increased from 16% in 2014 to 18% in 2015. Of the 70 firms meeting the goals, more than one-third (34%) are in the computer hardware and software industries.¹⁶¹

Overall, the resolution has not yet had a major impact on the proportion of women on the boards of the largest public California companies since it took effect. Unless these trends improve dramatically, California companies are unlikely to meet the resolution's goals by December 2016.

Executive Compensation

Though women executives in the California 400 continue to be relatively scarce among the five highest-paid officers in each organization, there has been an incremental improvement in the number of women as major decision makers over the past several years.¹⁶² Of the 1,823 highest-paid executives in 2015, 10.5% are women: 17 companies have a female chief executive officer (CEO) and 52 companies have a female chief financial officer (CFO) among its highest-paid executives. Among these highest-paid executives, median total executive compensation is \$2.1 million for men and \$1.9 million for women.

¹⁵⁷ *Ibid.*

¹⁵⁸ UC Davis Graduate School of Management in partnership with Watermark. UC Davis Study of California Women Business Leaders. Data taken from reports of the indicated year. <http://gsm.ucdavis.edu/uc-davis-annual-study-California-women-business-leaders>

¹⁵⁹ UC Davis Graduate School of Management in partnership with Watermark. (Nov. 17, 2015). UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives 2015–16. <http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2015>

¹⁶⁰ Legislative Counsel of California. (2013). Senate Concurrent Resolution No. 62. http://www.leginfo.ca.gov/pub/13-14/bill/sen/sb_0051-0100/scr_62_bill_20130920_chaptered.htm

¹⁶¹ UC Davis Graduate School of Management in partnership with Watermark. (Nov. 17, 2015). UC Davis Study of California Women Business Leaders: A Census of Women Directors and Highest-Paid Executives 2015–16. <http://gsm.ucdavis.edu/sites/main/files/file-attachments/ucdaviswomenstudy2015>

¹⁶² *Ibid.* Note: This is the source for all footnote data in this section.

Figure 45
Total Median Compensation of Highest-Paid Executives in California's 400 Companies

	Women			Men	
	Number	Median compensation		Number	Median compensation
Highest-paid executives	190	\$1,862,182		1,624	\$2,138,520
CEOs	17	\$6,607,388		382	\$4,633,448

*Note: Total compensation includes salary, stock, options, incentives and other forms of compensation.
Source: UC Davis, Graduate School of Management, 2015*

The median total compensation for women who serve among the highest-paid executives in California's 400 Companies is 87% of that for men. Among CEOs, the median total compensation is higher for women than for men: for women in the highest executive position within the firm, the pay disparity is reversed.

Among executive positions, those with the highest percentage of women are those with comparatively lower median total compensation among men and women in the role — such as CFO, general counsel, corporate secretary and treasurer. Similarly, the roles with the lowest percentage of women are those with higher median total compensation — such as CEO, executive chairperson, executive director and president. There is a clear negative relationship between the median total compensation in each role and the presence of women in the roles.

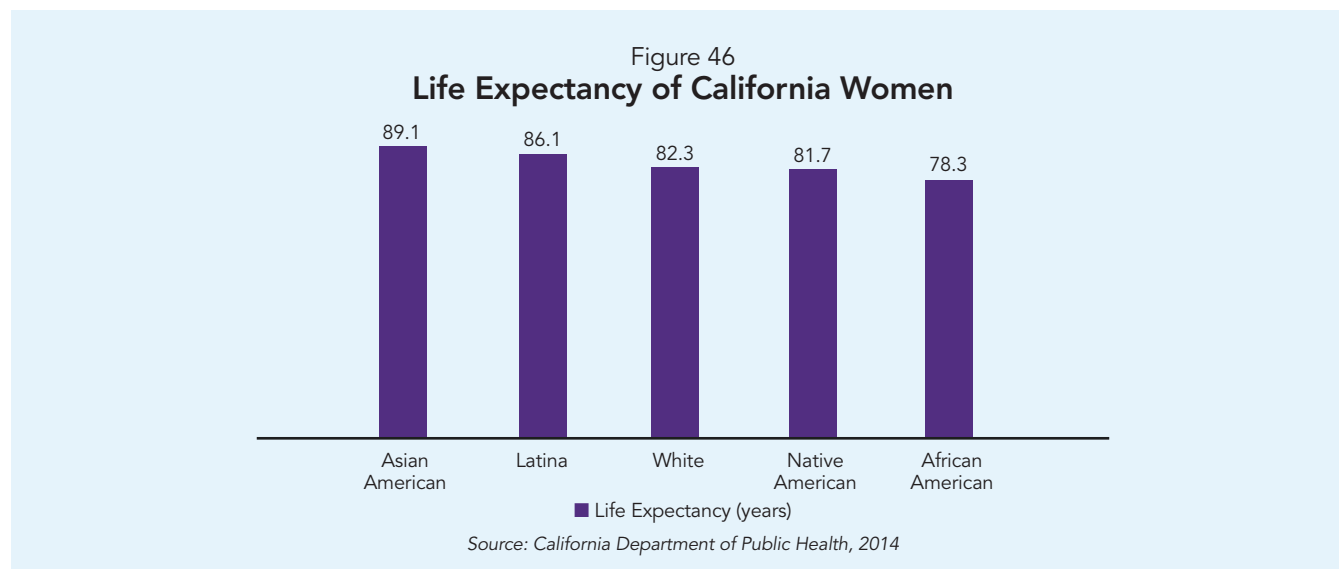


Physical Health

Physical health impacts every aspect of a person's life. Determinants of health can include access to healthy foods, nutrition, safe environments for physical activity, access to preventative health care, and stress levels. More than half of California women rate their health as "excellent" or "very good,"¹⁶³ and California women have a longer life expectancy than the national average. However, among California women there are racial, ethnic and socioeconomic disparities that persist in many categories.

Life Expectancy

California women are living longer than their counterparts across the country. Californians in general have a life expectancy 2.2 years higher than their fellow Americans (81.2 years vs. 79.0 years). California women fare even better, with a life expectancy of 83.5 years.¹⁶⁴ However, there is considerable variability between racial and ethnic women in the state, with Asian-American women experiencing the longest life expectancy of 89.1 years and African-American women the shortest at 78.3 years.¹⁶⁵



Based on life expectancy at birth, California women can expect to outlive California men by more than four years: the life expectancy of men is 78.9 years compared with 83.5 years for women.¹⁶⁶ Women in every racial/ethnic group have a longer life expectancy than men, ranging from 4.3 years (for Native Americans) to 5.5 years for African Americans.

THEN & NOW

The life expectancy of Californians (women and men) has increased from 78.5 years in 2000 to 80.0 years in 2008 and to 81.2 years in 2012. Californians in every racial and ethnic group are living longer; the greatest gains have been made by African Americans. Since 2008, African Americans have an increased life expectancy of 1.8 years; Latinos have an increased life expectancy of 1.3 years, Asian Americans of 1.1 years, whites of 0.8 years and Native Americans of 0.6 years.¹⁶⁷



¹⁶³ California Health Interview Survey. Los Angeles, CA: UCLA Center for Health Policy Research. http://ask.chis.ucla.edu/AskCHIS/tools/_layouts/AskChisTool/home.aspx#/results

¹⁶⁴ Lewis, K. and Burd-Sharps, S. (2014). A Portrait of California 2014–2015: California Human Development Report. Measure of America series. Brooklyn, NY: Social Science Research Council. <https://www.measureofamerica.org/california2014-15/>

¹⁶⁵ *Ibid.*

¹⁶⁶ *Ibid.*

¹⁶⁷ *Ibid.*

Births

The 2014 birth rate (births per 1,000 total women) was higher in California at 12.9, than it was for the United States at 12.5. Nearly half (47%) of California's births in 2014 were to Latinas.¹⁶⁸

Figure 47
California Birth Counts by Ethnicity or Race of Mother¹⁶⁹

	All races and origins	Non-Hispanic, white	Non-Hispanic, African American	Alaska Native or Native American	Asian American or Pacific Islander	Latina
Total number of births	502,401	144,041	28,293	3,505	84,187	237,424
% of total births		29%	6%	1%	17%	47%

Source: National Center for Health Statistics: preliminary 2014 data

TEEN BIRTHS

Teen pregnancy in the U.S. has declined to a historic low.¹⁷⁰ At the national level, births to teens ages 15–19 declined from 29.4 in 2012 to 26.5 (per 1,000 women ages 15–19 years) in 2013.¹⁷¹ In California, teen birth rates decreased from 28.0 in 2010 to 25.7 in 2012.¹⁷²

California's 2012 teen birth rate of 25.7 (per 1,000) varies widely among racial and ethnic groups:¹⁷³

- Latinas 38.9
- African Americans 30.8
- Whites (non-Latina) 10.2
- Asian Americans 5.0



In 2007, the birth rate to California teens was 40.1(per 1,000); in 2012, the teen pregnancy rate had dropped to 25.7. Across the nation, the teen pregnancy rate dropped from 41.5 (per 1,000) in 2007 to 29.4 in 2012.



BIRTHS BY CESAREAN SECTION

One out of every three (33.2%) babies born in California hospitals is delivered by cesarean section, a statistic that mirrors that of the United States. In California and the nation, a higher percentage of African-American mothers undergo cesarean deliveries than white mothers or Latinas. In 2013, 38.3% of California's African-American mothers, 32.7% Latinas and 32.3% of white mothers gave birth by cesarean delivery.¹⁷⁴

168 Hamilton, B.E., Martin, J.A., Osterman, M.H.S., Curtin, S.C. (June 17, 2015). Births: Preliminary Data for 2014. National Vital Statistics Reports; 64(6). Hyattsville, Md.: National Center for Health Statistics, 2015. http://www.cdc.gov/nchs/data/nvsr/nvsr64/nvsr64_06.pdf

169 Ibid.

170 Ventura, S. J., Brady E. H. and Mathews, T.J. (Aug. 20, 2014). National and State Patterns of Teen Births in the United States, 1940–2013. National Vital Statistics Reports 63(4). Hyattsville, Md.: National Center for Health Statistics. http://www.cdc.gov/nchs/data/nvsr/nvsr63/nvsr63_04.pdf

171 Martin, J. A., Hamilton, B.E., Osterman, M.J.K., Curtin, S.C and Matthews, M.S. (Jan. 15, 2015). Births: Final Data for 2013. National Vital Statistics Reports 64(1). "Table 3. Birth rates, by age of mother, live-birth order and race of mother: United States, Final Data for 2013" Hyattsville, Md.: National Center for Health Statistics. http://www.cdc.gov/nchs/data/nvsr/nvsr64/nvsr64_01.pdf

172 California Department of Public Health. Center for Family Health. Maternal, Child and Adolescent Health Division. Epidemiology, Assessment and Program Development Branch. (June 2014). California Teen Births: 2000–2012. https://www.cdph.ca.gov/data/statistics/Documents/140602%20ver%202012%20TBR%20press%20release%20combined%20slides_updatedCDPHlogo_final.pdf

173 Ibid.

174 Martin, J. A., Hamilton, B.E., Osterman, M.J.K., Curtin, S.C and Matthews, M.S. (Jan. 15, 2015). Births: Final Data for 2013. National Vital Statistics Reports 64(1). Table 7: Cesarean delivery, by race and Hispanic origin of mother: United States, each state and territory, 2013. Hyattsville, Md.: National Center for Health Statistics. http://www.cdc.gov/nchs/data/nvsr/nvsr64/nvsr64_01_tables.pdf

Surgical birth carries increased risk at the time of delivery, during the postpartum recovery time, and is associated with increased breastfeeding difficulties. The most common complications of surgical delivery are excessive bleeding, infection and blood clots. Additionally, the majority of California women who have a surgical first birth are likely encouraged to deliver subsequent babies this way thus increasing risks with each delivery.¹⁷⁵



The rate of cesarean deliveries in California has risen over the past two decades. In 1996, the rate of cesarean deliveries in California was 20.6%; in 2013, the rate was 33.2%.



Maternal and Infant Health

BREASTFEEDING IN CALIFORNIA

For optimal health of infants, health institutions including the World Health Organization and American Academy of Pediatrics recommend exclusive breastfeeding for six months and continued breastfeeding to 12 months.¹⁷⁶

California mothers' breastfeeding initiation rate continues to be high at 92%. However, the percentage of mothers and babies still breastfeeding at six months is 71%, and falls to 45% at 12 months. Exclusive breastfeeding rates are lower with 57% percent of mothers and babies still exclusively breastfeeding at three months, dropping to 27% of mothers and babies at six months.¹⁷⁷

Racial and ethnic disparities in breastfeeding practices persist: only three out of five African American, Asian American, Pacific Islander and Hispanic women exclusively breastfeed while in the hospital, compared with four out of five white women.¹⁷⁸

California passed legislation in 2013 (SB-402) requiring all acute care facilities to adopt the "Ten Steps to Successful Breastfeeding," by 2025.¹⁷⁹ As of December 2015, 78 out of California's 251 acute care hospitals have earned the baby-friendly designation.¹⁸⁰

175 See for example: American Pregnancy Association. Risks of a Cesarean Procedure. <http://www.americanpregnancy.org/labor-and-birth/cesarean-risks/>

176 American Academy of Pediatrics, Section on Breastfeeding (March 2012). "Policy Statement: Breastfeeding and the Use of Human Milk." *Pediatrics* 129(3): e827-e241. doi: 10.1542/peds. 2011-3552.

177 Centers for Disease Control and Prevention, National Center for Disease Prevention and Health Promotion Division of Nutrition, Physical Activity and Obesity. (July 2013). Breastfeeding Report Card: United States 2013. <http://www.cdc.gov/breastfeeding/pdf/2013breastfeedingreportcard.pdf>

178 California Department of Public Health. (Nov. 6, 2015). More California Mothers Are Breastfeeding in the Hospital. News Release 15-084. <http://www.cdph.ca.gov/Pages/NR15-084.aspx>

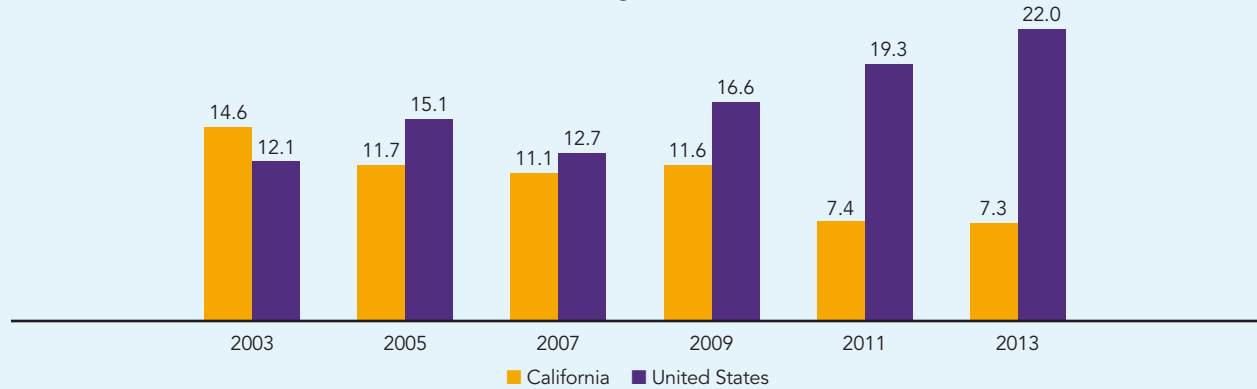
179 California Legislative Information. (2013–2014). Senate Bill No. 402. http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201320140SB402

180 California Breastfeeding Coalition. Our Work. <http://californiabreastfeeding.org/our-work/hospitals/>

MATERNAL MORTALITY

California's Maternal Mortality Rate has declined dramatically over the last decade. From 2003 to 2013, maternal deaths decreased from 14.6 to 7.3 (per 100,000 live births). For the nation, maternal deaths show the opposite trend, increasing from 12.7 to 22.0.¹⁸¹

Figure 48
Maternal Mortality Rates, 2003–2013



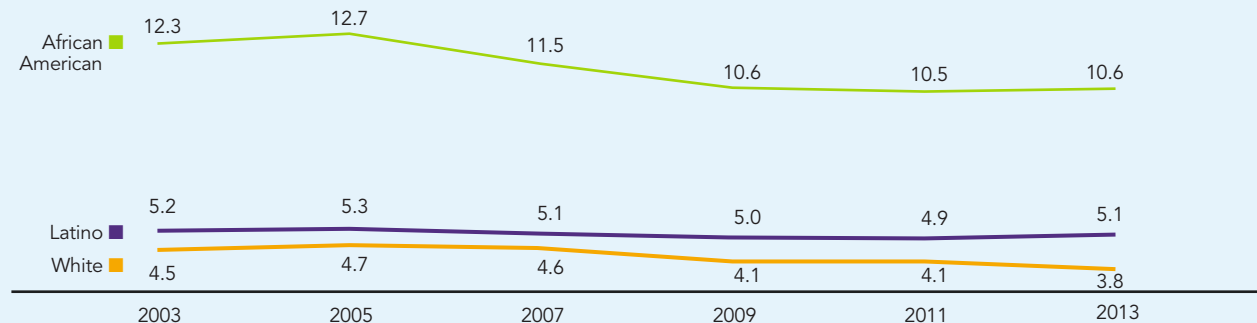
Note: Maternal mortality rates are calculated as the number of deaths within 42 days postpartum per 100,000 live births.
Source: California Department of Public Health

Disparity among the rates of women dying from childbirth-related causes are evident across races. In California, African-American women giving birth are almost four times more likely to die than white women: there are 26 maternal deaths per 100,000 live births by African-American women compared with seven such deaths for white (non-Hispanic) women.¹⁸²

INFANT MORTALITY

California's infant mortality rates have remained essentially steady since 2010 at 4.7 (deaths per 1,000 live births). African-American infant mortality rates continue to be double that of Latinos and two to three times the rate for white infants.¹⁸³

Figure 49
California Infant Mortality by Race/Ethnicity, 2003–2013



Note: Infant Mortality Rate is defined as the number of deaths per 1000 live births. No reliable infant death rates on Asian Americans were available at this source. In 2003, the Asian-American infant mortality rate was 2.9.¹⁸⁴
Source: California Department of Public Health

¹⁸¹ California Maternal Quality Care Collaborative. California and the U.S. <https://www.cmqcc.org/focus-areas/maternal-mortality/california-and-us>

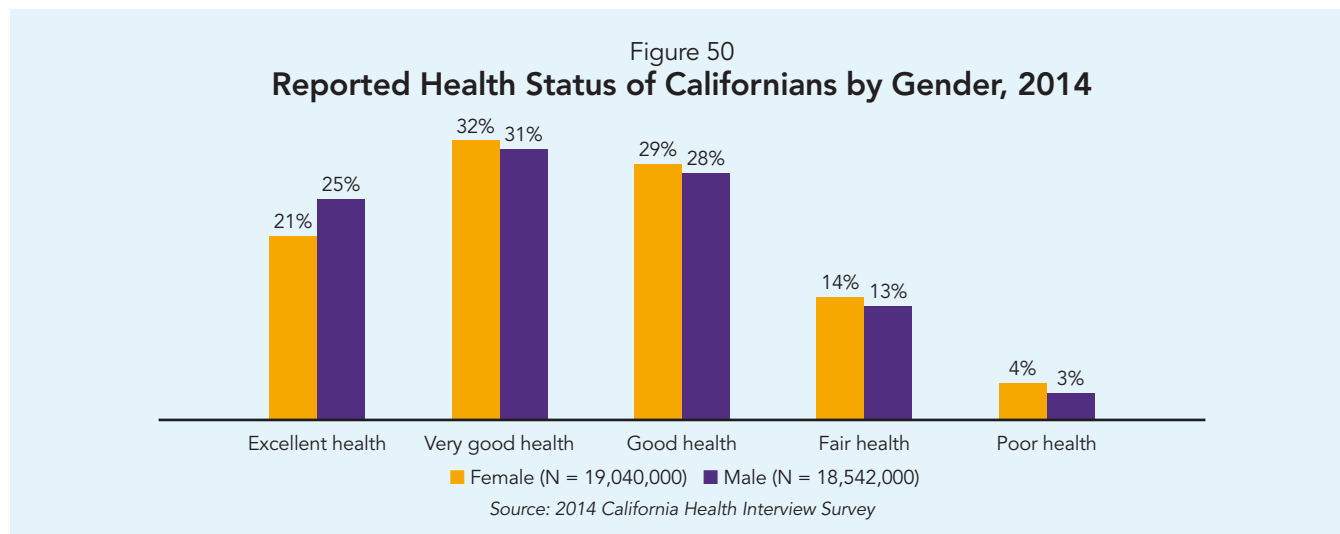
¹⁸² California Department of Public Health. Maternal Mortality Rate. <http://www.cdph.ca.gov/data/statistics/Documents/2013MaternalMortalityRates-SlideSet%20for%20MCAH%20Website.pdf>

¹⁸³ California Department of Public Health. Center for Family Health. Maternal, Child and Adolescent Health Division. Infant Mortality. California Birth and Death Statistical Master Files. <http://www.cdph.ca.gov/programs/mcah/Documents/Infant%20Mortality%20Indicators%20-%202000-2013.pdf>

¹⁸⁴ California Department of Public Health. The State of Asian American, Native Hawaiian and Pacific Islander Health in California Report. (April 2009). http://www.cdph.ca.gov/programs/Documents/AANHPI_report_April2009.pdf

Health Outcomes

In California, women tend to report worse health status than men.¹⁸⁵ For example, while 25% of California men reported their health was excellent, only 21% of California women did. Likewise, while 3% of California men reported their health was poor in 2014, 4% of California women reported the same. California women also reported higher rates of disability status due to a physical, mental or emotional condition than their male counterparts (31% to 26%).



Health Services

Currently 9% of California women and 15% of its men are uninsured.¹⁸⁶ While the percentage of uninsured Californians has decreased in recent years, the decrease in the number of uninsured minority women has been the most substantial.

Figure 51
Percentage of Uninsured Californians, 2003–2014

	2003	2005	2007	2009	2011	2013	2014
Men	15%	15%	15%	17%	16%	16%	15%
Women	13%	12%	12%	13%	13%	12%	9%
Women by race/ethnicity							
1. Latina	23%	20%	19%	21%	18%	18%	14%
2. White (non-Latina)	6%	6%	6%	7%	8%	8%	5%
3. African American	8%	9%	9%	11%	8%	10%	6%
4. Alaska Native/Native American	13%	15%	7%	10%	15%	3%	5%
5. Asian American	11%	12%	12%	10%	13%	10%	9%
6. Native Hawaiian/Pacific Islander	13%	2%	19%	12%	5%	22%	32%
7. Two or more races (non-Latino)	9%	7%	9%	9%	10%	10%	4%

Source: 2014 California Health Interview Survey

¹⁸⁵ The source for all data in this section is the 2014 California Health Interview Survey. California Health Interview Survey, Los Angeles: UCLA Center for Health Policy Research. http://ask.chis.ucla.edu/AskCHIS/tools/_layouts/AskChisTool/home.aspx#/results

¹⁸⁶ The source for all data in this section is the 2014 California Health Interview Survey.

Gender differences relative to accessing health services reported by participants in the 2014 California Health Interview Survey include:

- Women reported more consistent access than men to usual places of medical care or advice (89% to 83%); and
- More women than men reported delaying medical care or avoiding it altogether (13% to 9%).

When interviewers asked participants to describe the reason for delaying care, over half of women and men (51% each) delayed care due to the cost or lack of insurance. Latinas were more likely than other women to delay care due to cost or lack of insurance (59%).



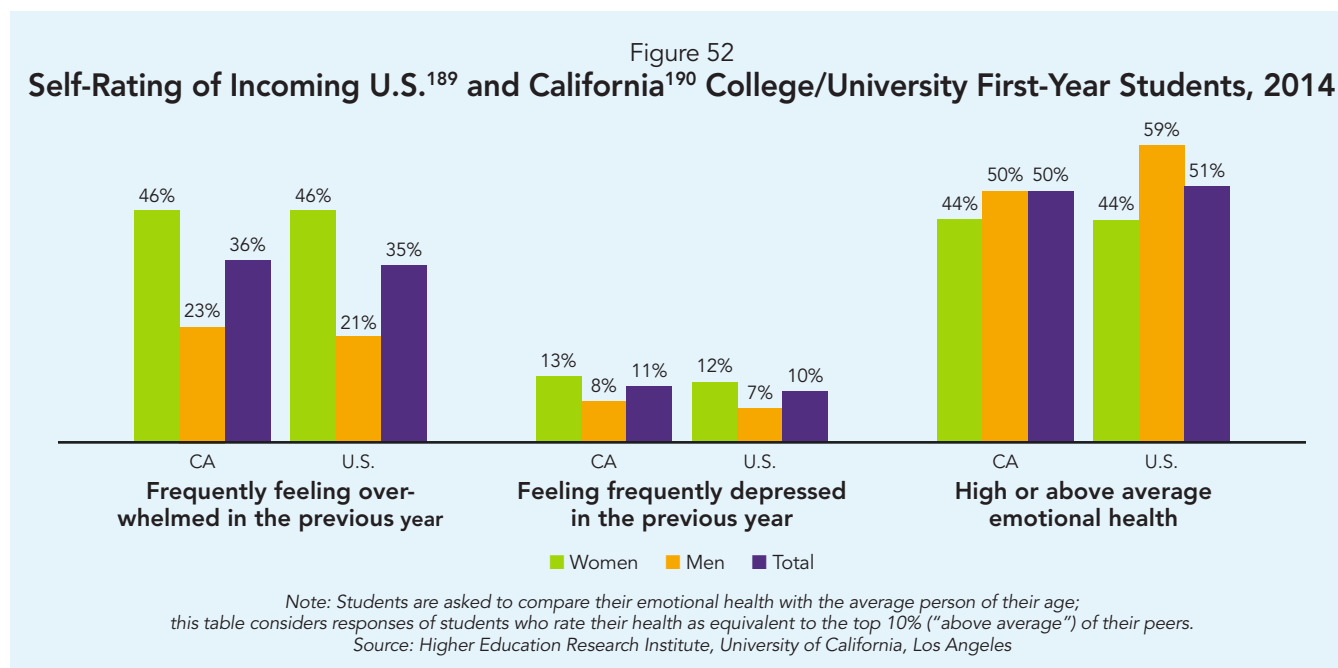
Mental Health

More women than men tend to report serious psychological distress; however, fewer California women than men are enrolled in community mental health programs. While women are more likely to report suicidal ideation, men are more likely to commit suicide.

Although women are more likely than men to graduate from high school and college, their self-perceived emotional health, as well as their confidence in academic and social situations, does not mirror their success. Young women entering college judge their emotional health less positively than men and are less likely to be as highly confident in academic and social settings.

Emotional Health of College/University Students¹⁸⁷

Women entering college or university as freshman are more likely to report feeling overwhelmed and depressed compared with men. Additionally, they are less likely than men to report high levels of emotional health.¹⁸⁸



California freshmen largely reflect the self-ratings of freshmen across the nation. Throughout the state and the nation, roughly twice as many women first-year students report feeling frequently overwhelmed than men, and more women than men report frequent depression. Fewer than half (44%) of women entering colleges across the United States rate their emotional health as above average, while half or more of men rate their emotional health as above average.

¹⁸⁷ The Higher Education Research Institute at UCLA conducts an annual Freshman Survey through its Cooperative Institutional Research Program. Research findings are published as a profile of the American freshman. Higher Education Research Institute (HERI), Cooperative Institutional Research Program (CIRP), University of California, Los Angeles. <http://www.heri.ucla.edu/>

¹⁸⁸ Pryor, J. H., Hurtado, S., DeAngelo, L., Palucki Blake, L. and Tran, S. (2010). The American freshman: National norms fall 2010. Los Angeles: Higher Education Research Institute, UCLA. Gender differences are explored in The American Freshman: National Norms and Expanded Tables Fall 2010. Higher Education Research Institute (HERI), Cooperative Institutional Research Program (CIRP), University of California, Los Angeles. <http://www.heri.ucla.edu/tfsPublications.php>

¹⁸⁹ Eagan, K., Stolzenberg, E. B., Ramirez, J. J., Aragon, M. C., Suchard, M. R., & Hurtado, S. (2014). The American freshman: National norms fall 2014. Los Angeles: Higher Education Research Institute, UCLA. <http://www.heri.ucla.edu/tfsPublications.php>

¹⁹⁰ Higher Education Research Institute, Cooperative Institutional Research Program, UCLA (December 2015). Report prepared by Maria R. Suchard, senior researcher. *The American Freshman: National Norms Fall 2010 and Expanded Tables*.

The percentage of women students reporting highest or above average emotional health has been declining, while the percentage feeling overwhelmed and depressed as seniors in high school has been increasing.

THEN & NOW

Since 2009, nationally there has been a 10 percentage point increase in the number of women entering college who have frequently felt overwhelmed (36% to 46%) and a five percentage point increase in the number experiencing frequent depression (7% to 12%). Self-rated emotional health for incoming first-year college women was at the lowest point in 2014 since the question was first asked in 1985.¹⁹¹ These figures have implications for college and university counseling services that are critical to ensuring student success.¹⁹²



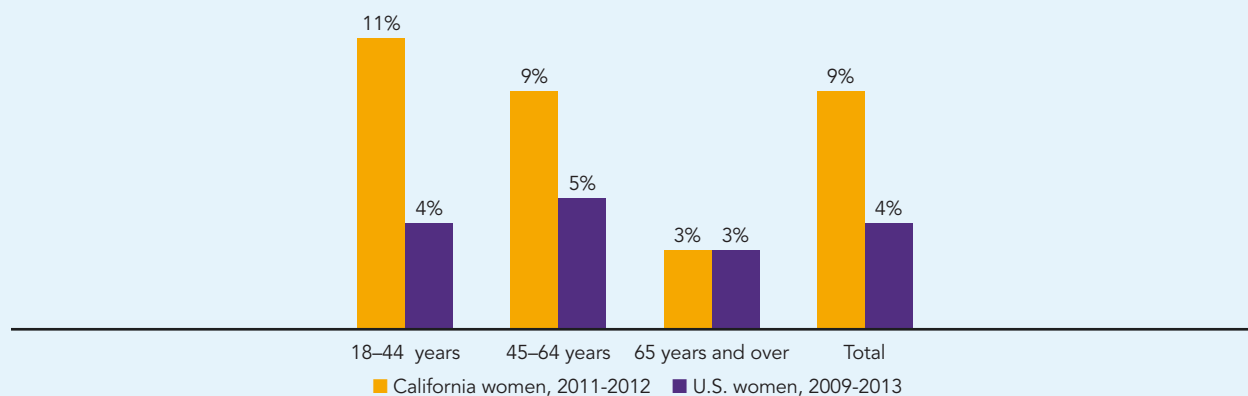
These data have implications for student success. The Higher Education Research Institute (HERI) through its Cooperative Institutional Research Program (CIRP) has aggregated responses to individual survey items, including feelings of being overwhelmed and depression, to provide a multifaceted measure of students' beliefs about their abilities and confidence in academic environments and social situations. Researchers have found that students who rate themselves with frequent feelings of being overwhelmed, depression and less than average emotional health have lower confidence in their skills in both academic and social situations.¹⁹³

These feelings are generally consistent across time. Those who rate themselves highly in emotional health upon entering college will tend to rate themselves highly as seniors; conversely, those who rate themselves as below average in emotional health as incoming freshmen will tend to rate themselves low as seniors.¹⁹⁴

Serious Psychological Distress

Serious psychological distress (SPD) causes a moderate-to-serious impairment in functioning in social, occupational or school environments; treatment is necessary. Across the United States, 4% of all women and 3% of men 18 years and older have SPD.¹⁹⁵

Figure 53
More Women in California than in U.S. Report Serious Psychological Distress



Note: These figures come from different studies and cover slightly different time periods; the percentages have been rounded and are for adults aged 18 and older. SPD estimates in both studies are based on responses at the interview.
Source: Centers for Disease Control and Prevention: 2009–2013 National Health Interview Survey; California Health Interview Surveys

191 *Ibid.* (Note: This report stated that emotional health reached this lowest point in 2010; in 2014, the self-rating for emotional health is even lower.)

192 Eagan, et al. The American Freshman: National Norms — Expanded Version for the year indicated. Higher Education Research Institute (HERI), Cooperative Institutional Research Program (CIRP), University of California, Los Angeles. <http://www.heri.ucla.edu/tfsPublications.php>

193 *Ibid.*

194 HERI Research Brief: Findings from the 2014 College Senior Survey. (December 2014). <http://www.heri.ucla.edu/briefs/CSS-2014-Brief.pdf>

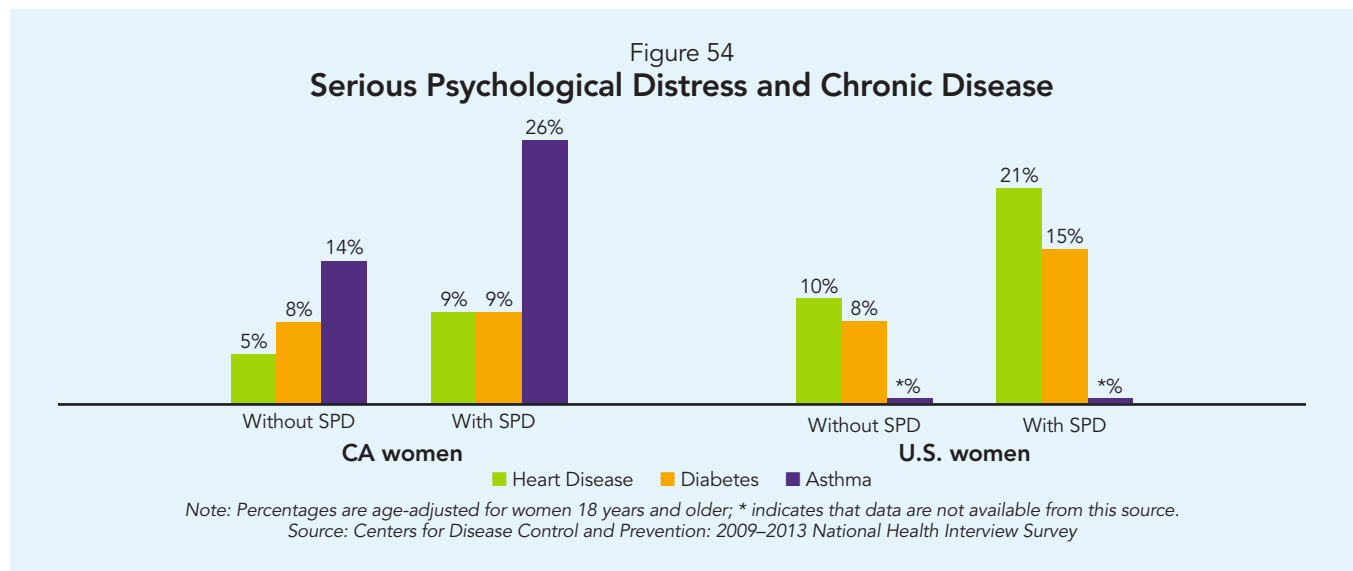
195 Weissman, J., Pratt, L.A., Miller, E.A. and Parker, J.D. (May 2015). Serious Psychological Distress Among Adults: United States, 2009–2013. NCHS Data Brief No. 203. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Center for Health Statistics. <http://www.cdc.gov/nchs/products/databriefs.htm>

The rate of SPD among California women is significantly higher than for women across the nation.¹⁹⁶ This difference is particularly striking among adults 18 to 64 years of age, where the prevalence of SPD is highest.

While more women than men tend to report SPD, fewer California women than men are enrolled in community mental health programs. Nearly 600,000 Californians with serious mental problems were served by community mental health programs in 2014; 49% of those served were women and 51% were men.¹⁹⁷

SPD is connected to income and chronic health issues:

- California women with a family income below the federal poverty level (FPL) are twice as likely as those with incomes at 400% of the FPL to have SPD (13% to 6%).¹⁹⁸ Roughly 1% of those treated in community mental health programs were homeless or living in shelters; of those whose employment status was known, only 8% were employed.¹⁹⁹
- California women reporting SPD in the past year are more likely to have chronic diseases that limit physical activity (e.g., heart disease and diabetes) than those who do not report SPD.²⁰⁰



Nationwide, a woman who experienced SPD in the past year is roughly two times more likely to have heart disease or diabetes than a woman without SPD. In California, a woman who experienced SPD in the past year is nearly two times more likely to have heart disease or asthma than a woman without SPD.²⁰¹

Postpartum Depression

Postpartum depression includes major and minor depression generally occurring within six months after giving birth. It may manifest in anxiety, tiredness or sadness; it interferes with infant care and bonding with the newborn. Women with postpartum depression or psychosis may experience suicidal thoughts or have thoughts of harming their infants.²⁰²

¹⁹⁶ *Ibid.*

¹⁹⁷ Substance Abuse and Mental Health Services Administration. (Nov. 10, 2014). <http://www.samhsa.gov/data/reports-by-geography?tid=621&map=1>

¹⁹⁸ Zahnd, E. and Wyn, R. and Holtby, S. (October 2014). Health Needs of California Women Reporting Serious Psychological Distress and Chronic Health Conditions. Women's Health Brief. Public Health Institute. <http://www.phi.org/resources/?resource=health-needs-of-california-women-reporting-serious-psychological-distress-and-chronic-health-conditions>

¹⁹⁹ Mental Health Community Services Block Grant. 2014 State Summary Report. Substance Abuse and Mental Health Services Administration: 2014 SAMHSA Uniform Reporting System Output Table for California. <http://www.samhsa.gov/data/reports-by-geography/>

²⁰⁰ Weissman, J., Pratt, L.A., Miller, E.A. and Parker, J.D. (May 2015). Serious Psychological Distress Among Adults: United States, 2009–2013. NCHS Data Brief No. 203. U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Center for Health Statistics. <http://www.cdc.gov/nchs/products/databriefs.htm>

²⁰¹ *Ibid.*

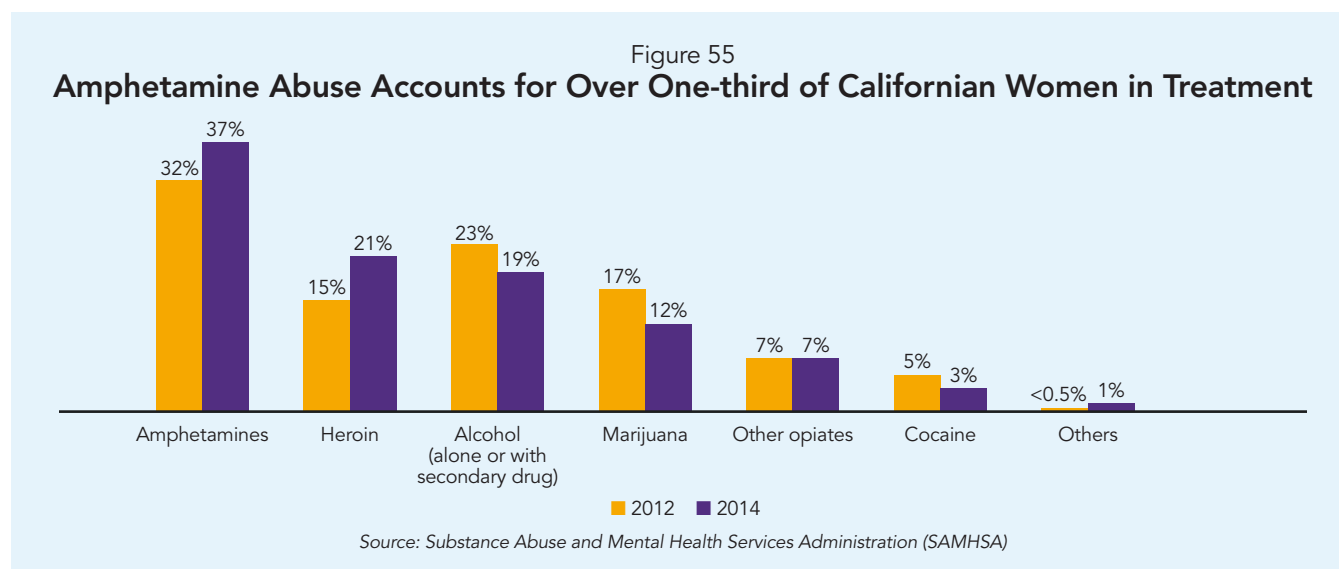
²⁰² Hirst, K.P. and Moutier, C.Y. Postpartum Major Depression. (Oct. 15, 2010). American Family Physician 82(8): 926-933. <http://www.aafp.org/afp/2010/1015/p926.html>

Postpartum depression affects an estimated 15% of women (close to 900,000 women annually)²⁰³ across the U.S. who have had clinically recognized pregnancies.²⁰⁴ Major depression alone is estimated to affect 5–7% of women in the first three months after birth.²⁰⁵ It is estimated that one in five women with postpartum depression think of hurting themselves.²⁰⁶

In July 2014, Assembly Concurrent Resolution No. 148 requested the California Maternal Mental Health Collaborative to establish a task force on the status of maternal mental health care, especially regarding the prevalence of postpartum depression in California. The task force will make recommendations in a white paper in 2016.²⁰⁷

Substance Abuse and Treatment

While the prevalence of substance abuse is difficult to identify precisely, estimates can be found through the populations who seek treatment. Overall, fewer California women than men seek treatment for substance abuse, and the proportion of persons in treatment who are women has slightly decreased from 37.3% in 2012 to 36.5% in 2014.²⁰⁸ However, women are more likely to seek treatment for the abuse of sedatives, tranquilizers and other stimulants compared with men.²⁰⁹



The primary drug of abuse for most Californians continues to be amphetamines. Heroin and alcohol (either alone or with a secondary drug) are the next most abused drugs among California women in treatment.²¹⁰

²⁰³ Centers for Disease Control and Prevention. (October 2015). Pregnancy Risk Assessment Monitoring System. <http://www.cdc.gov/prams/index.htm>

²⁰⁴ Clinically recognized pregnancies include those women who have been pregnant, including those who have miscarried or had stillbirths.

²⁰⁵ Hirst, K.P. and Moutier, C.Y. (Oct. 15, 2010). Postpartum Major Depression. *American Family Physician* 82(8): 926-933. <http://www.aafp.org/afp/2010/1015/p926.html>

²⁰⁶ Wisner, K.L., et al. (May 2013). Onset Timing, Thoughts of Self-harm and Diagnoses in Postpartum Women with Screen-Positive Depression Findings. *JAMA Psychiatry*. 2013; 70(5):490-498. Doi: 10.1001/jamapsychiatry.2013.87. <http://www.archpsyc.jamanetwork.com/article.aspx?articleid=1666651>

²⁰⁷ California Legislative Information: ACR-148 Task Force on the Status of Maternal Mental Health Care. (Filed with Secretary of State July 15, 2014). CA Task Force on the Status of Maternal Mental Health Care. http://www.2020mom.org/ca_taskforce

²⁰⁸ Substance Abuse and Mental Health Services Administration. (Nov. 10, 2014). TEDS Substance Abuse Treatment Admissions by Primary Substance of Abuse, According to Sex, Age Group, Race and Ethnicity 2014 (California). http://www.samhsa.gov/data/sites/default/files/2014_TEDS_Substance_Abuse_Treatment_Admissions_Tables_as_of_2015_Q2/2014_TEDS_Substance_Abuse_Treatment_Admissions_Tables_as_of_2015_Q2.html#CA14

²⁰⁹ Substance Abuse and Mental Health Services Administration. (Nov. 10, 2014). Percentages calculated from California Substance Abuse Treatment Admissions by Primary Substance of Abuse, According to Sex. <http://www.samhsa.gov/data/client-level-data-teds>

²¹⁰ Substance Abuse and Mental Health Services Administration. California Substance Abuse Treatment Admissions by Primary Substance of Abuse, According to Sex, Age Group, Race and Ethnicity 2014. http://www.samhsa.gov/data/sites/default/files/2014_TEDS_Substance_Abuse_Treatment_Admissions_Tables_as_of_2015_Q2/2014_TEDS_Substance_Abuse_Treatment_Admissions_Tables_as_of_2015_Q2.html#CA14

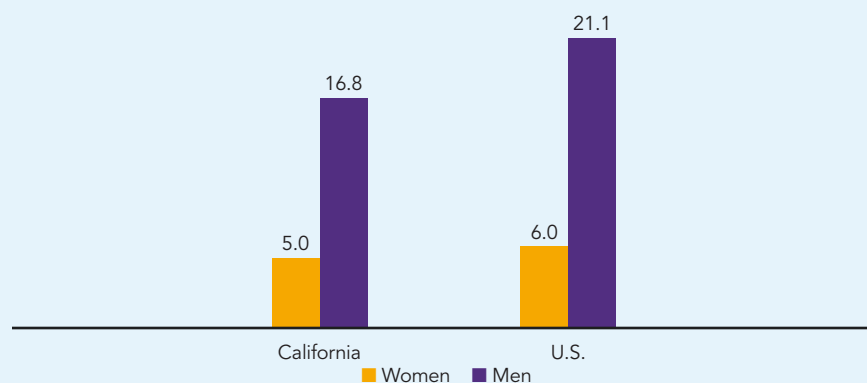
Methamphetamine has been the drug identified by most Californians seeking treatment since 2002. In 2005, out of all Californians admitted to treatment, amphetamine abuse accounted for 38% of cases; the percentage essentially plateaued from 2009 through 2011 at 26%, but rose to 31% in 2014.²¹¹



Suicide

Suicide ranks as the 10th-leading cause of death in the United States and the second-most-common cause of death among youth. In 2013, there were 41,149 suicides in the U.S., 22% of which were women.²¹² The suicide rate for that year was 13.0 per 100,000 individuals nationwide; the suicide rate for women was 5.7 (per 100,000 women).

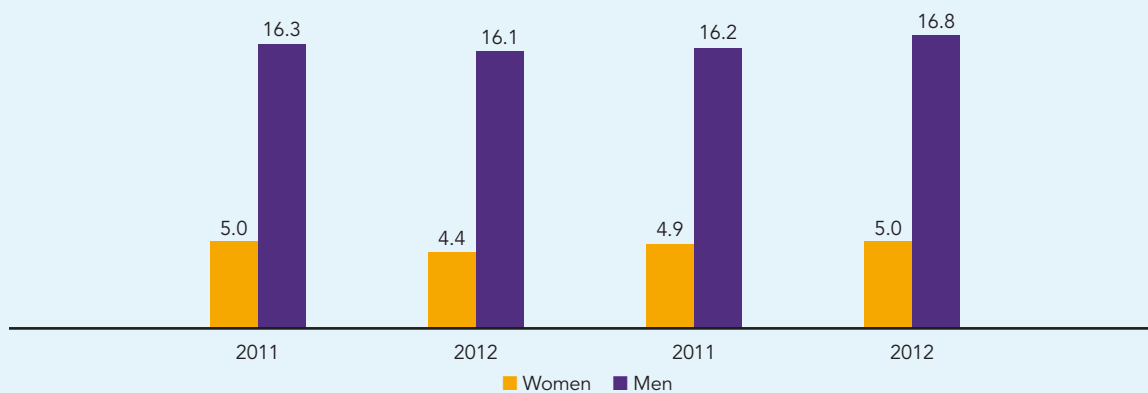
Figure 56
California Suicide Rate Lower than National Level ²¹³



Source: American Association of Suicidology

Suicide rates of California women have remained consistent since 2011.²¹⁴

Figure 57
California's Suicide Rates



Source: American Association of Suicidology

211 Substance Abuse and Mental Health Services Administration. Treatment Episode Data Set (TEDS) 2001–2011: State Admissions to Substance Abuse Treatment Services. (Figure 12: California admissions aged 12 and older, by primary substance of abuse: 2001–2012; Table 3.4: California admissions aged 12 and older, by gender, age at admission and race/ethnicity, according to primary substance: 2011. http://www.samhsa.gov/data/sites/default/files/TEDS2011St_Web/TEDS2011St_Web/TEDS2011St_Web.pdf)

212 Centers for Disease Control and Prevention. Suicide: Facts at a Glance. <http://www.cdc.gov/violenceprevention/pdf/suicide-datasheet-a.pdf>

213 McIntosh, J. L. and Drapeau, C. USA State Suicide Rates and Rankings by Gender, 2014. American Association of Suicidology. <http://www.suicidology.org/resources/facts-statistics>

214 Ibid.

Although women are three to four times less likely to die from suicide, women are more likely to make suicide plans or to attempt suicide. The most vulnerable age range for considering suicide appears to be between 18 and 25 years. Nationally, among young adults in this age range:

- 2.8% of women and 1.9% of men have made suicide plans in the past year; and
- 1.5% of women and 1.0% of men have attempted suicide in the past year.²¹⁵

In California, approximately 60% of suicide attempts (resulting in emergency department visits or hospitalization) are carried out by women, while women account for less than 25% of deaths by suicide.²¹⁶

Suicides have been linked to other abuses and disorders. In 2014, adults across the U.S. who had a substance use disorder were roughly four times more likely than adults with no substance abuse to report suicidal thoughts or behavior. In addition, adults who had a major depressive episode in the past year were 14 times more likely than adults without such episodes to have had serious thoughts of suicides.²¹⁷

215 Lipari, R., Piscopo, K., Kroutil, L. and Miller, G.K. (September 2015). Suicidal Thoughts and Behavior Among Adults: Results from the 2014 National Survey on Drug Use and Health. SAMHSA National Survey on Drug Use and Health: Data Review. <http://www.samhsa.gov/data/sites/default/files/NSDUH-FRR2-2014/NSDUH-FRR2-2014.pdf>

216 California Department of Public Health, Safe and Active Communities Branch. Data from CDPH Vital Statistics Death Statistical Master Files; Suicide attempts from California Office of Statewide Health Planning and Development: Emergency Department Data and Inpatient Discharge Data. <http://epicenter.cdph.ca.gov/ReportMenus/InjuryDataByTopic.aspx> (Selected injury topic of self-inflicted suicide by age and sex for 2014 resulting in death, non-fatal hospitalization, and non-fatal Emergency Department visit.)

217 Lipari, R., Piscopo, K., Kroutil, L. and Miller, G.K. (September 2015). Suicidal Thoughts and Behavior Among Adults: Results from the 2014 National Survey on Drug Use and Health. (Figure 8 and Table 5). SAMHSA National Survey on Drug Use and Health (NSDUH) Data Review. <http://www.samhsa.gov/data/sites/default/files/NSDUH-FRR2-2014/NSDUH-FRR2-2014.pdf>

Violence

Violence is a public health problem affecting the safety and well-being of females around the world. Crimes that disproportionately affect women include sexual violence and harassment, verbal and emotional abuse, and human trafficking. Women who experience these types of violent crimes suffer immediate and long-term physical, mental, sexual and reproductive health effects.²¹⁸ In the United States, approximately one in four victims of violence by an intimate partner become fearful and one in five victims exhibit symptoms of post-traumatic stress disorder (PTSD).²¹⁹

Intimate Partner Violence

Intimate partner violence (IPV), including physical and sexual violence, continues to be one of the greatest public health problems affecting women around the world. Globally, it is estimated that approximately 30% of women have experienced some type of IPV in their lifetime.²²⁰

In the United States, an estimated 9% of women (and 0.5% of men) have experienced rape by an intimate partner during their lifetime. An additional 16% of women (and 10% of men) have experienced other forms of sexual violence from their partners, and 22% of women have suffered severe physical violence by an intimate partner over their lifetimes.²²¹

IPV frequently occurs in the context of domestic violence. In 2014, there were 155,965 domestic violence-related calls to law enforcement agencies in California. Approximately 43% of these calls involved a weapon. In 80% of the cases where a weapon was involved, a personal weapon (fists, feet, etc.) was used; the remaining cases involved a firearm, knife or other dangerous weapon.²²²



Based on records from 1986, the number of domestic violence-related calls for assistance in California reached a peak in 1994 at 250,439 — and 73% involved a weapon. In 2014, the total number of calls has decreased to just under 156,000 — and 43% involved a weapon.²²³



While women comprised only 18% of California's homicide victims in 2014, they were much more likely than men to be killed by their spouse: of 59 homicides committed by spouses, 46 of the victims were women.²²⁴

While women from all socioeconomic and educational backgrounds are vulnerable to IPV, certain factors can increase vulnerability, including having experienced or witnessed domestic violence. These factors also increase the likelihood for being a perpetrator. In addition, alcohol often is a factor in the perpetrator's behavior.²²⁵

218 World Health Organization. (2013). Global and regional estimates of violence against women: Prevalence and health effects of intimate partner violence and non-partner sexual violence. <http://www.who.int/reproductivehealth/publications/violence/9789241564625/en/>

219 Breiding, M. J., Smith, S.G., Basile, K.C., Walters, M. L., Chen, J. and Merrick, M.T. (Sept. 5, 2014). Prevalence and Characteristics of Sexual Violence, Stalking and Intimate Partner Violence Victimization—National Intimate Partner and Sexual Violence Survey, United States, 2011. Morbidity and Mortality Weekly Report (MMWR) Surveillance Summaries, Vol. 63 (SS08; 1-18). Division of Violence Prevention, National Center for Injury Prevention and Control, CDC. http://www.cdc.gov/mmwr/indss_2014.html

220 World Health Organization. (2014). Violence against women: Intimate partner and sexual violence against women (2014). <http://who.int/mediacentre/factsheets/fs239/en/>

221 Breiding, M., et al. (Sept. 5, 2014.) Prevalence and Characteristics of Sexual Violence, Stalking and Intimate Partner Violence Victimization—National Intimate Partner and Sexual Violence Survey, United States, 2011. Morbidity and Mortality Weekly Report (MMWR) Surveillance Summaries, Vol. 63 (SS08; 1-18). Division of Violence Prevention, National Center for Injury Prevention and Control, CDC. http://www.cdc.gov/mmwr/indss_2014.html

222 Office of the Attorney General, California Department of Justice. 2014 Crime in California. Table 47: Domestic Violence-Related Calls for Assistance, 1986–2014. <https://oag.ca.gov/>

223 *Ibid.*

224 Office of the Attorney General. California Department of Justice. Homicide in California, 2014. Table 12: Gender and Race/Ethnic Group of Victim by Relationship of Victim to Offender. <https://oag.ca.gov/>

225 World Health Organization. Violence against women: Intimate partner and sexual violence against women (2014). <http://who.int/mediacentre/factsheets/fs239/en/>

Sexual Violence

Sexual violence, including rape, continues to disproportionately impact women. Across the U.S., an estimated 19% of women, compared with 2% of men, have been raped during their lifetimes; 44% of women, compared with 23% of men, have experienced other forms of sexual violence.²²⁶

In California, there were 9,397 reported rapes and attempted rapes in 2014; this translates to a rate of 24 rape crimes per 100,000 Californians. Nearly all (98%) of those arrested for these crimes were men.²²⁷ Prior to 2014, the number of rapes in California had been steadily decreasing for the past seven years; however, a comparison of 2014 numbers to earlier years is not valid based on the change in the definition of rape which occurred in 2014.²²⁸

SEXUAL VIOLENCE ON UNIVERSITY/COLLEGE CAMPUSES

Sexual violence is a pervasive problem on university and college campuses across the United States. Since the 1990s, attention has become more focused on sexual aggression and violence between college students. The Clery Act in 1990 and the Campus Sexual Violence Elimination Act (Campus SaVE Act) passed by Congress as part of Title IX in 2013 are two recent laws that seek to prevent and end sexual violence.²²⁹

In a recent survey conducted at universities and colleges across the United States, women undergraduates reported non-consensual sexual contact by physical force or incapacitation five times more than men (23% vs. 5%). Undergraduate students identifying themselves as transgender, genderqueer, non-conforming, questioning, or not listed (TGQN) reported a slightly higher rate (24%) than women as a whole (23%). In 64% of the incidents, respondents described their assailant as a student.²³⁰

Risk factors for non-consensual sexual contact include the use of alcohol or drugs. Among undergraduate women, 5% to 6% reported penetration by incapacitation or with force. Women were most likely to experience non-consensual sexual contact by physical force or incapacitation in their freshmen year (17%); this percentage steadily decreases by year, reaching a low of 11% of women who experienced this type of sexual contact in their senior year.²³¹

It is estimated that only 28% of the incidents of sexual violence that take place are reported to the appropriate authorities (e.g., campus or local police). Over 50% of victims who do not report believed that the incident was “not serious enough”; another 36% do not report because of personal embarrassment or shame, emotional difficulties or trauma; 29% indicated the belief that “nothing will be done.”²³²

On college and university campuses across the nation, 13% of undergraduate women report being the victim of an intimate partner; 62% report sexual harassment; and another 7% reported being stalked.

226 Breiding, M., et al. (Sept. 5, 2014). Prevalence and Characteristics of Sexual Violence, Stalking and Intimate Partner Violence Victimization—National Intimate Partner and Sexual Violence Survey, United States, 2011. Morbidity and Mortality Weekly Report (MMWR) Surveillance Summaries, Vol. 63 (SS08; 1-18). Division of Violence Prevention, National Center for Injury Prevention and Control, CDC. http://www.cdc.gov/mmwr/indss_2014.html

227 Office of the Attorney General, California Department of Justice. 2014 Crimes in California. Table 31: Felony Arrests: Category and Offense by Gender and Race/Ethnic Group of Arrestee. <https://www.oag.ca.gov/>

228 In 2014, the California Department of Justice changed the definition of “forcible rape” to “rape,” which is now defined as “penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.” See, for example, 2014 Crime in California: <http://www.oag.ca.gov/>

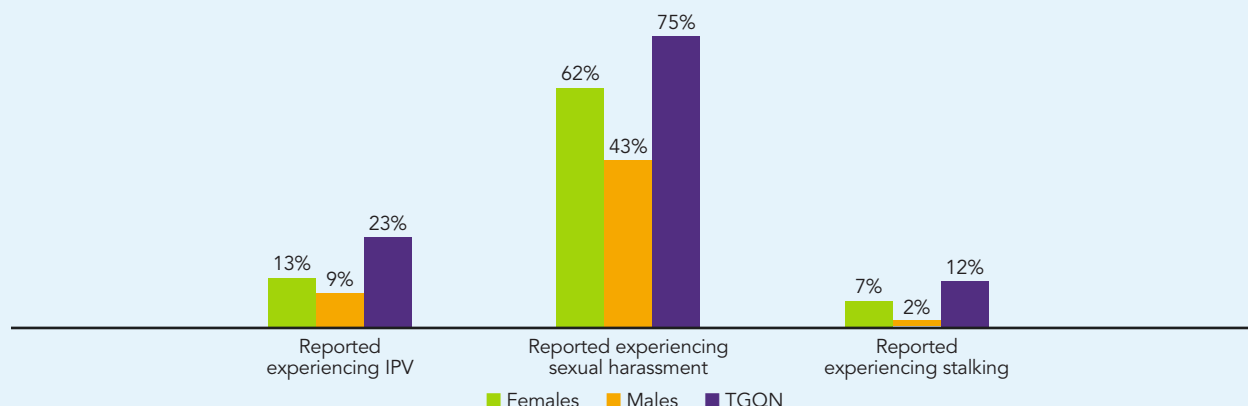
229 Wooten, S.C. and Mitchell, R. W. eds. (2015). The Crisis of Campus Sexual Violence: Critical Perspectives on Prevention and Response. Taylor and Francis Publishers, New York, NY (2015) ISBN-13: 9781138849419

230 Cantor, D., Fisher, B., Chibnall, S., Townsend, R., Lee, H., Bruce, C. and Thomas, G. (Sept. 21, 2015). Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct. https://www.aau.edu/uploadedFiles/AAU_Publications/AAU_Reports/Sexual_Assault_Campus_Survey_Report%20on%20the%20AAU%20Campus%20Climate%20Survey%20on%20Sexual%20Assault%20and%20Sexual%20Misconduct.pdf

231 *Ibid.*

232 *Ibid.*

Figure 58
Undergraduate Students Experiencing Sexual Violence or Harassment



Source: Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct, 2015

Students identifying as TGQN experience the highest rate in all three categories of sexual violence and harassment.²³³ Three-quarters of TGQN students experience harassment, and they are more than twice as likely as women overall to experience sexual violence by an intimate partner.

Campus statistics on sexual violence are not broken out by state in the AAU report. However, under the legacy definition of rape,²³⁴ a total of 58 rapes were reported via the FBI's Uniform Crime Reporting System by 12 University of California campuses in 2014. Sixteen campuses of the California State University system reported a total of 35 rapes.²³⁵

Human Trafficking

California leads all other states in the trafficking of humans, narcotics and weapons.²³⁶ These crimes are often committed by transnational criminal organizations that operate within our state. Globally, it is estimated that approximately 27 million people are trafficked each year, with 18,000 to 20,000 victims here in the U.S.

The Coalition to Abolish Slavery & Trafficking (CAST) is based in Los Angeles. In 2015, its hotline received more than 1,000 calls for assistance through its national hotline, and CAST provided services to 271 female clients.²³⁷ Of those:

- 60% had been victims of sex trafficking; 36% labor trafficking; 4% both.
- 65% were adults; 29% were transitional-aged youth; 5% were minors.
- 28% were African American; 28% were Latina; 9% were white.
- 48% were from the United States; 12% from Mexico; 10% from the Philippines.

California is a leader in human trafficking due to factors that include a large immigrant population, proximity to the Mexican border and a large economy. There have been approximately 1,300 human trafficking victims identified over the past two years in California. Types of human trafficking include sex trafficking (56% in California), labor trafficking and domestic servitude (21% in California). It is believed that all transnational criminal organizations are involved in human trafficking.²³⁸

²³³ *Ibid.*

²³⁴ The legacy definition of rape refers to the definition prior to 2014, when only females were included as victims of rape.

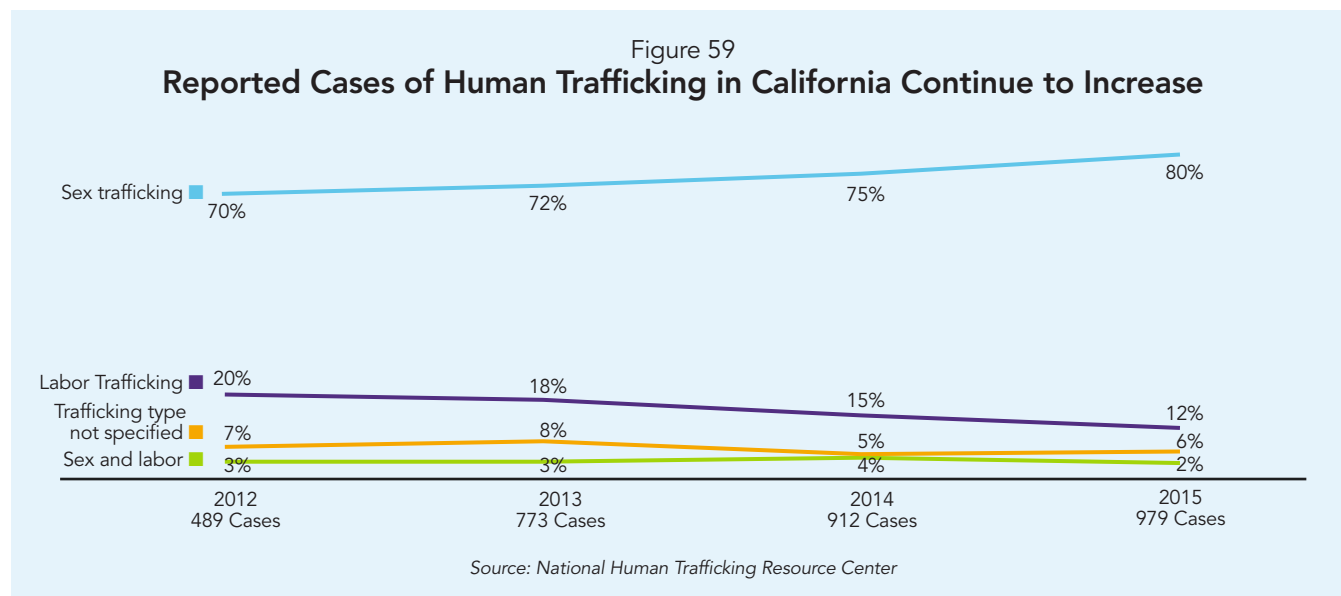
²³⁵ Uniform Crime Reports, Federal Bureau of Investigation. Crime in the United States 2014. Table 9: California Offenses Known to Law Enforcement by University and College, 2014. <http://www.fbi.gov>

²³⁶ Office of the Attorney General, California Department of Justice. (2013). The State of Human Trafficking in California, 2012. <http://oag.ca.gov/>

²³⁷ Coalition to Abolish Slavery & Trafficking (CAST). Report prepared by Myrna Jackson for 2015 data.

²³⁸ Office of the Attorney General, California Department of Justice. (2014). Gangs Beyond Borders. California and the Fight Against Transnational Organized Crime. https://oag.ca.gov/sites/all/files/agweb/pdfs/toc/report_2014.pdf

In 2015, according to the National Human Trafficking Resource Center, there were 979 reported cases of human trafficking in California. In approximately 90% of these cases, the victims were female; 30% of these cases involved minors.²³⁹



Greater than three-fourths of the total cases reported in the first three quarters of 2015 involved sex trafficking, with just over 10% of the cases involving labor trafficking.

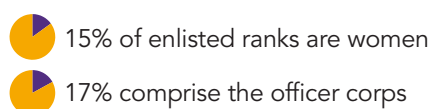
²³⁹ National Human Trafficking Resource Center. <http://www.traffickingresourcecenter.org/state/california>

Veterans and Women in the Military

Women comprise 15% of the active Armed Forces of the United States. While 9% of today's veterans are women, the percentage of women veterans is projected to increase to 16% by 2040.²⁴⁰ As a group, California women veterans are more highly educated and compensated than non-veteran women. However, military women continue to be disproportionately affected by sexual trauma, an experience associated with long-term issues including post-traumatic stress disorder (PTSD) and homelessness.

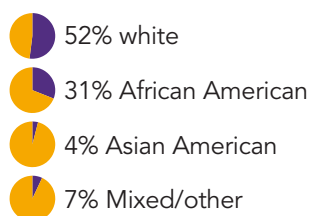
Women in the Military

The percentage of women in the military increased dramatically from 1973 to 2000.²⁴¹ In 1973, 2% of the enlisted ranks and 4% of commissioned officers were women.²⁴² Today, women comprise about 15% of the U.S. active-duty military force.²⁴³ Most of these 200,000-plus women are in the Army, the Air Force and Navy; only 8% are enlisted in the Marine Corps.²⁴⁴



In addition to the active military force, 18% of National Guard and reservists are women.²⁴⁵

Active military women are a diverse group. The racial composition is:²⁴⁶



Fourteen percent of active-duty women identified as Latina, who may be of any race.

240 U.S. Department of Veterans Affairs. (October 2, 2015). Fact Sheet: Women Veterans Population (Table 1L: VetPop2014: Living Veterans by Age Group, Gender, 2013–2043) <http://www.va.gov/vetdata/>

241 In 1973, an all-volunteer military force was established.

242 Patten, E. and Parker, K. (Dec. 22, 2011). Women in the U.S. Military: Growing Share, Distinctive Profile. Pew Social and Demographic Trends, Pew Research Center. <http://www.pewsocialtrends.org/2011/12/22/women-in-the-u-s-military-growing-share-distinctive-profile/>

243 U.S. Department of Defense. Office of the Deputy Assistant Secretary of Defense (Military Community and Family Policy). 2013 Demographics: Profile of the Military Community. Prepared by ICF International. <http://download.militaryonesource.mil/12038/MOS/Reports/2013-Demographics-Report.pdf>

244 Kamarck, K.N. (Dec. 3, 2015). Women in Combat: Issues for Congress. Congressional Research Service. <https://fas.org/sgp/crs/natsec/R42075.pdf>

245 U.S. Department of Defense. Office of the Deputy Assistant Secretary of Defense (Military Community and Family Policy). 2013 Demographics: Profile of the Military Community. Prepared by ICF International. <http://download.militaryonesource.mil/12038/MOS/Reports/2013-Demographics-Report.pdf>

246 U.S. Department of Defense. Population Representation in the Military Services, FY 2011. Table B-17: Active Component Enlisted Members, FY 11: by service, gender and race/ethnicity with Civilian Comparison Group. <http://prhome.defense.gov/portals/52/Documents/POPREP/poprep2011/download/download.html>

Veteran Demographics

Veterans represent 8% of the population 18 years and older in the United States and Puerto Rico (21,680,534).²⁴⁷ California ranks second in the nation behind Texas in having the largest number of female veterans. Of the estimated 2,035,213 women veterans in the U.S., 164,516 reside in California.

The number of veterans, including women veterans, has decreased in recent years. In California, the number of women veterans has diminished by 2% from 2013 to 2014.²⁴⁸ While the number of veterans is decreasing, the percentage of veterans who are women has been identified as the fastest growing demographic in the veteran population.

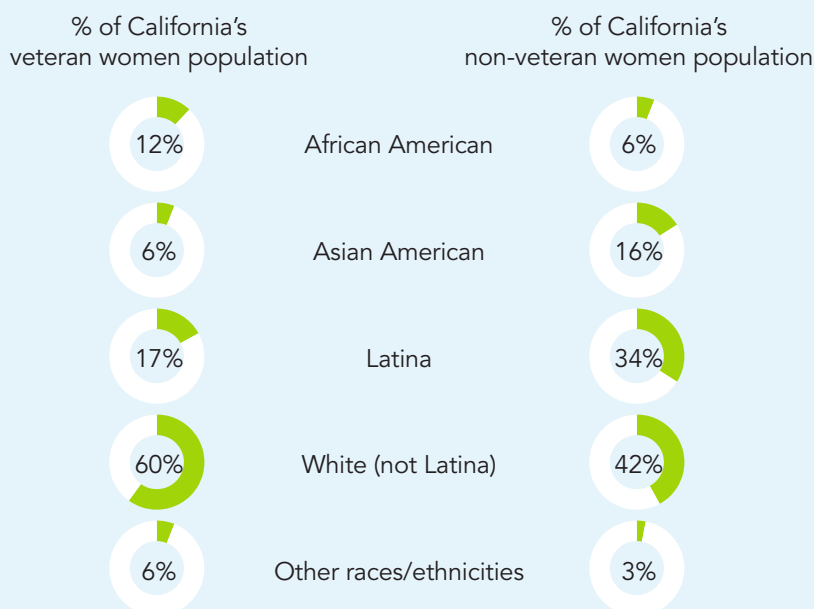


According to projections by the California Department of Veterans, female veterans will be 15% of the state's total veteran population by 2034.²⁴⁹ The percentage of California veterans who are women has increased from 6% in 2008 to just under 8% in 2014.²⁵⁰



Forty percent of California's female veterans identify as women of color.²⁵¹

Figure 60
Racial/Ethnic Composition of California's Women Veterans and Non-Veteran Women



Note: Percentages may not add to 100% due to rounding.
Source: U.S. Census Bureau, 2014 ACS 1-Year Estimates

Compared with California's population as a whole, African American and white women have a greater representation among veterans, while Asian-American women and Latinas are under-represented in the veteran population.

247 U.S. Department of Veterans Affairs, Center for Women Veterans. Women Veterans. (Sept. 30, 2015). <http://www.va.gov/WOMENVET/docs/WomenVeteransPopulationFactSheet.pdf>

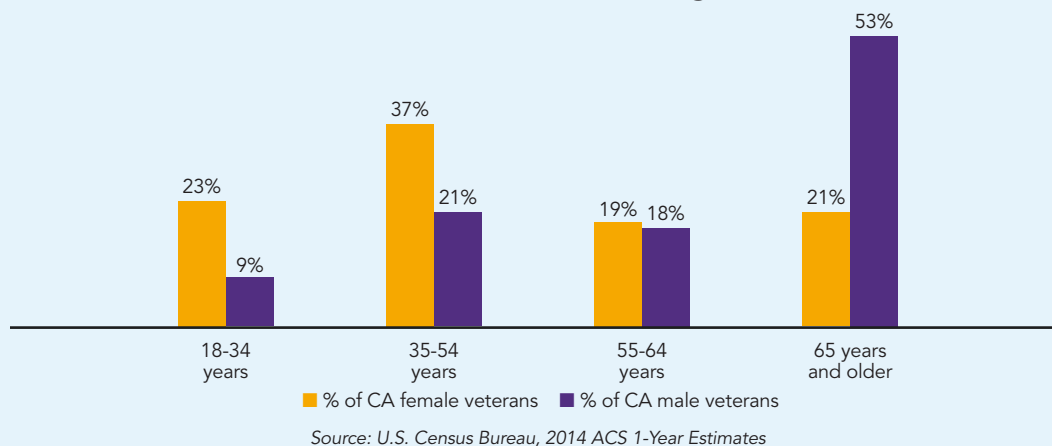
248 U.S. Census. ACS 1-Year Estimates for 2013 and 2014. Table B21001: Sex by Age by Veteran Status for the Civilian Population 18 years and older. <http://factfinder.census.gov/>

249 California Department of Veterans. Women Veterans: Data and Statistics. <https://www.calvet.ca.gov/WomenVets/Pages/Data-and-Statistics.aspx>

250 U.S. Census. ACS 1-Year Estimates. (for the years mentioned). Table S2101: Veteran Status. <http://factfinder.census.gov>

251 U.S. Census. 2014 ACS 1-Year Estimates. Tables B21001, B21001B, D, H, I: Sex by Age by Veteran Status for the Civilian Population 18 years and Over. <http://factfinder.census.gov>

Figure 61
California's Women Veterans Tend to be Younger than Men Veterans²⁵²

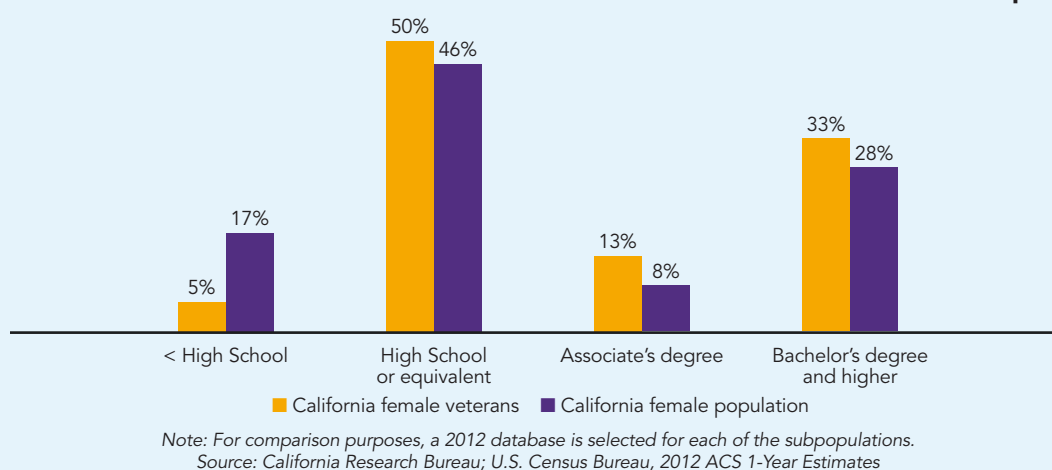


A majority of women veterans are under 54 years of age while the majority of men veterans are 65 years and older. Over 20% of California women veterans are 65 years and older.

Educational Level

Nationwide and statewide, veterans overall tend to be more highly educated than the non-veteran population. In California, 74% of veterans 25 years and older have some college experience compared with 61% of the non-veteran population.²⁵³

Figure 62
California Women Veterans Tend to be More Educated than the General Population²⁵⁴



Forty-six percent of California's women veterans have a college degree and 33% have a minimum of a bachelor's degree. As a whole, 36% of California's women have a college degree and 28% hold a bachelor's degree.

252 U.S. Census. 2014 ACS 1-Year Estimates. Table B21001: Sex by Age by Veteran Status for the Civilian Population 18 years and Over. <http://factfinder.census.gov>

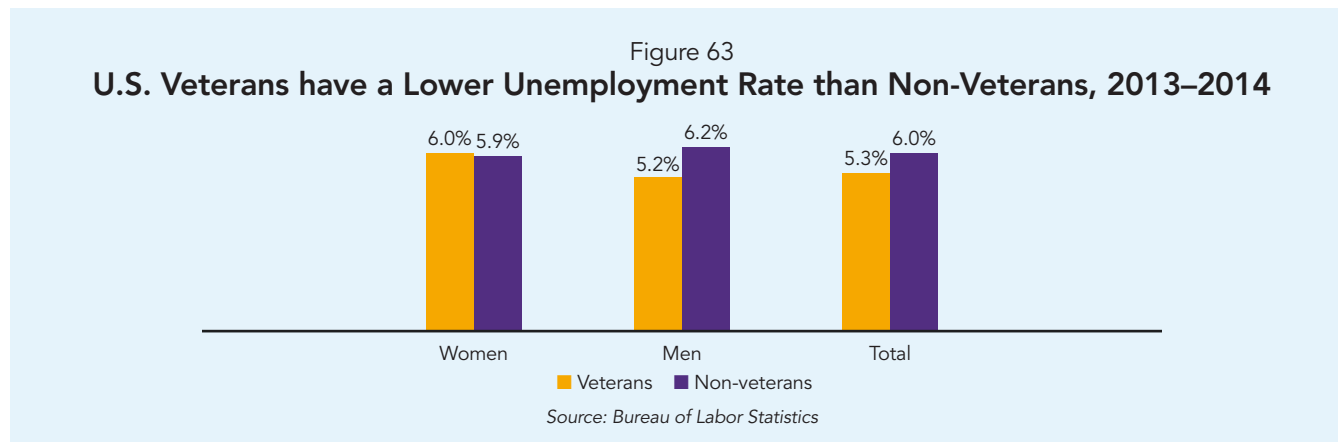
253 U.S. Census. 2014 ACS 1-Year Estimates. Table B21003: Veteran Status by Educational Attainment for the Civilian Population 25 years and Over. <http://factfinder.census.gov/>

254 Buttice, M.K. (September 2014). California's Women Veterans: Responses to the 2013 Survey. (CRB 14-002). California Research Bureau. <http://www.library.ca.gov/crb/14/14-002.pdf>. For general population data: U.S. Census. 2012 ACS 1-Year Estimates. Table B15001: Sex by Age by Educational Attainment for Population 18 years and Older. <http://factfinder.census.gov>

Veteran Employment and Earnings

EMPLOYMENT

Nationally, the unemployment rate of veterans is less than that of non-veterans.

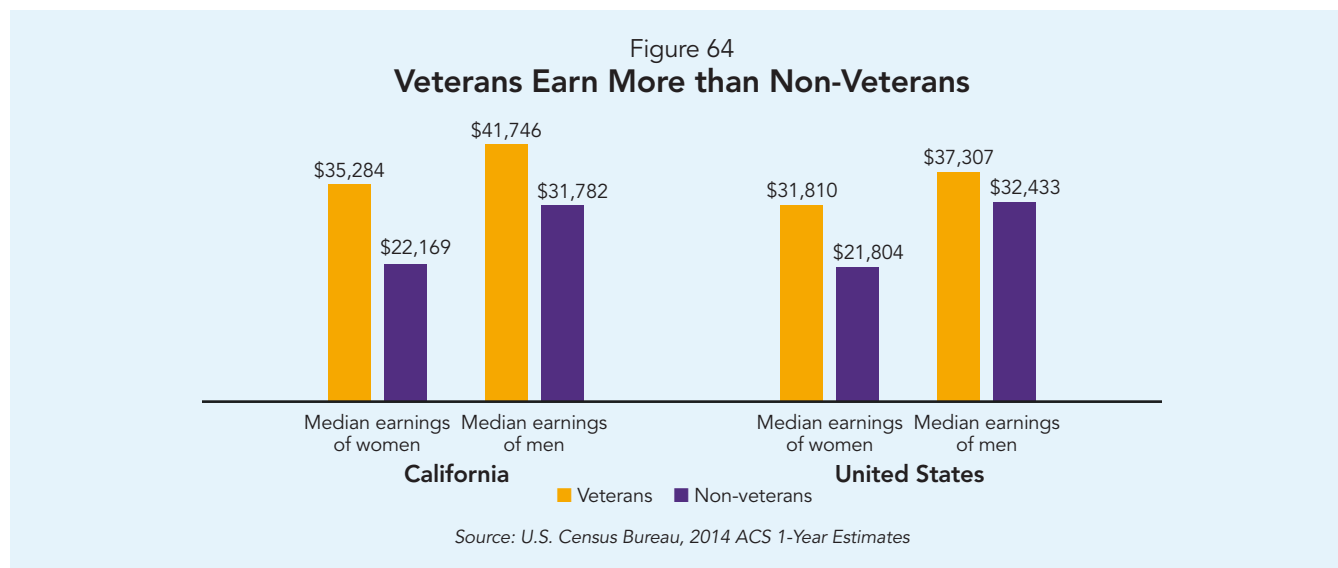


In 2013–2014, all women — regardless of veteran status — experienced an unemployment rate of 6%. And importantly, women veterans were unemployed at a higher rate than their male counterparts: 6.0% and 5.2%, respectively.²⁵⁵

California's 2014 unemployment rate was higher than the nation's. The unemployment rate of all California veterans (ages 18–64 years) was 7.4% while that of non-veterans was 8.5%.²⁵⁶ Because over 92% of California's veterans are male,²⁵⁷ these figures may mask the unemployment status of women.

EARNINGS

In addition to lower unemployment rates, veterans across the state and the nation received higher median earnings than non-veterans.²⁵⁸



255 Bureau of Labor Statistics. (March 2015). Employment Situation of Veterans Summary. Table A: Employment status of the civilian non-institutional population 18 years and over by veteran status, period of service and sex, 2013–2014 annual averages. <http://www.bls.gov/news.release/vet.a.htm>

256 U.S. Census. 2014 ACS 1-Year Estimates. Table S2101: Veteran Status. <http://factfinder.census.gov>

257 U.S. Census. ACS 1-Year Estimates (for the years mentioned). Table S2101: Veteran Status. <http://factfinder.census.gov>

258 U.S. Census. 2014 ACS 1-Year Estimates. Table S2101: Veteran Status. <http://factfinder.census.gov>

Veterans across the state earned \$10,000 to \$13,000 more than their non-veteran counterparts in 2014. Additionally, earnings for both California veterans and non-veterans are greater than those across the United States.

The gender wage gap persists in the veteran population: in 2014, California's women veterans earned 85% of what male veterans earned. In this same year, California's full-time, year-round working women earned 84% of what men earned.²⁵⁹



The gender wage gap for California's veterans has significantly narrowed over the past decade: in 2006, women veterans earned 74% of their men counterparts and in 2014, women veterans earned 85% of that earned by men.²⁶⁰



Veteran Poverty and Homelessness

The percentage of veterans who live in poverty is roughly half of that for non-veterans. In California, 15% of non-veterans and 8% of veterans lived below the federal poverty level in the past 12 months.²⁶¹

However, veterans make up a disproportionately large percentage of the homeless population both across the nation and the state: although veterans are less likely to be poor, poor veterans are more likely to become homeless.²⁶² Across the nation, veterans represent 8% of the total population but 11% (58,000) of the homeless population.²⁶³

Veteran homelessness has declined in California by 33% over the time period from 2009–2014. However in 2014, California led all other states with the largest number of veterans experiencing homelessness (12,096);²⁶⁴ this represented almost a quarter (24%) of the national homeless veteran population. The majority of California's homeless veterans were living in unsheltered locations.²⁶⁵

In general, homeless data for veterans are not disaggregated by gender. Limited U.S. Department of Veterans Affairs data show that the number of women veterans across the U.S identified as homeless more than doubled between fiscal year (FY) 2006 and FY 2010. In FY 2010, homeless women veterans were commonly middle-aged, divorced, unemployed or newly homeless. Many of these women also had disabilities.²⁶⁶

Compared with male veterans, female veterans, especially those with children, may have more limited access to housing and services that will adequately meet their needs for physical safety and psychological well-being, as well as family status. In addition, service providers may find it challenging to reach the female veterans who need assistance.²⁶⁷

259 U.S. Census. 2014 ACS 1-Year Estimates. Table S2402: Occupation by Sex and Median Earnings in the Past 12 Months (in 2014 inflation-adjusted dollars) for the Full-time, Year-round Civilian Employed Population 16 Years and Over. <http://factfinder.census.gov>

260 U.S. Census. 2014 ACS 1-Year Estimates. Table S2101: Veteran Status. <http://factfinder.census.gov>

261 *Ibid.*

262 U.S. Department of Housing and Urban Development, Office of Community Planning and Development, U.S. Department of Veterans Affairs and The National Center on Homelessness Among Veterans. Veteran Homelessness: A Supplemental Report to the 2009 Annual Homeless Assessment Report to Congress. <https://www.hudexchange.info/resources/documents/2009AHARveteransReport.pdf>

263 U.S. Department of Housing and Urban Development, Office of Community Planning and Development. (October 2014). The 2014 Annual Homeless Assessment Report (AHAR) to Congress: Part 1 Point in Time Estimates of Homelessness; Page 40: State Estimates of Homelessness Among Veterans. <https://www.hudexchange.info/resources/documents/2014-AHAR-Part1.pdf>

264 This number represents a "point-in-time" count on one night in January 2014 during the annual Homeless Count.

265 U.S. Department of Housing and Urban Development, Office of Community Planning and Development. (October 2014). The 2014 Annual Homeless Assessment Report (AHAR) to Congress: Part 1 Point in Time Estimates of Homelessness; Page 40: State Estimates of Homelessness among Veterans. <https://www.hudexchange.info/resources/documents/2014-AHAR-Part1.pdf>

266 National Coalition for Homeless Veterans. Homeless Female Veterans. (White paper). <http://www.nchv.org/images/uploads/HFV%20paper.pdf>

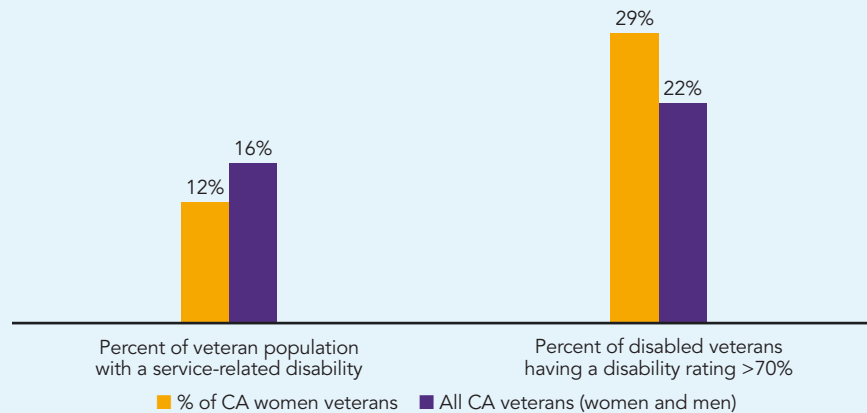
267 Sturtevant, L., Brennan, M., Viveiros, J. and Handelman, E. (June 2015). Housing and Services Needs of Our Changing Veteran Population: Serving Our Older Veterans, Female Veterans and Post-9/11 Veterans. National Housing Conference and Center for Housing Policy. http://www2.nhc.org/VeteransHousingReport_final.pdf

Service-Connected Trauma

SERVICE-CONNECTED DISABILITIES²⁶⁸

Twenty-eight percent of California's veterans suffer a disability compared with 12% of non-veterans.²⁶⁹ In 2014, 19% of California veterans identified as suffering from a service-connected disability, with 27% of disabled veterans having a service-connected disability rating of 70% or more.²⁷⁰ In a 2012 sample of California veterans, 12% of women reported a service-related disability, with 29% of the disabled veterans having a disability rating of greater than 70%.²⁷¹

Figure 65
California Veterans with a Service-Connected Disability, 2012



Source: U.S. Census Bureau, 2012 ACS 1-Year Estimates; 2012 ACS PUMS (taken from Buttice, 2014) for women veterans

MILITARY SEXUAL TRAUMA

Military sexual trauma is the term that the U.S. Department of Veterans Affairs uses to refer to psychological trauma, which “resulted from a physical assault of a sexual nature, battery of a sexual nature, or sexual harassment which occurred while the veteran was serving on active duty or active duty for training.”²⁷² In 2014, just under 5% of active duty women and 1% of active duty men experienced a sexual assault in the year prior to being surveyed.²⁷³

POST-TRAUMATIC STRESS DISORDER

Post-traumatic stress disorder (PTSD) is a large mental health challenge facing many returning veterans. A correlation between military sexual trauma and PTSD has been found, with one study reporting that women who experience military sexual trauma are nine times more at risk for PTSD than women who have not suffered military sexual trauma.²⁷⁴

268 The U.S. Department of Veterans Affairs defines a service-related disability as an injury or illness incurred or aggravated during military service and assigns a disability rating on a scale from 0% to 100% to allocate healthcare services and compensation payments to the veteran. <http://www.benefits.va.gov/COMPENSATION/types-disability.asp>

269 U.S. Census. 2014 ACS 1-Year Estimate. Table B21007: Age by Veteran Status by Poverty Status in the Past 12 Months by Disability Status for the Civilian Population 18 years and over. <http://factfinder.census.gov>

270 U.S. Census. 2014 ACS 1-Year Estimate. Table B21100: Service-Connected Disability-rating status and ratings for civilian veterans 18 years and over. <http://factfinder.census.gov>

271 Buttice, M. (2014). California's Women Veterans' Responses to the 2013 Survey. California Research Bureau. California Commission on the Status of Women and Girls and the California Department of Veterans Affairs, Women Veterans Division. <http://www.library.ca.gov/crb/14/14-002.pdf>

272 U.S. Department of Veterans Affairs. (May 2015). Military Sexual Trauma. http://www.mentalhealth.va.gov/docs/mst_general_factsheet.pdf

273 U.S. Department of Defense. (April 2015). Department of Defense Annual Report on Sexual Assault in the Military: Fiscal Year 2014. http://sapr.mil/public/docs/reports/FY14_Annual/FY14_DoD_SAPRO_Annual_Report_on_Sexual_Assault.pdf

274 Suris, A., Lind, L., Kaashner, T. M. and Borman, P. D. (2007). Mental health, quality of life, and health functioning in women veterans: Differential outcomes associated with military and civilian sexual assault. *Journal of Interpersonal Violence*, 22, 179–197. DOI: 10.1177/0886260506295347. See also Kelly, U.A., Skelton, K., Patel, M., and Bradley, B. (2011). More than MST: Interpersonal Violence, PTSD and Mental Health in Women Veterans. *Research in Nursing and Health*, 34, 457–467. DOI: 10.1002/nur.20453.

Special Report: Sports and Wellness

Sports can be a source of physical activity and personal enjoyment. The activity involved in sports promotes overall physical and mental health, and participation in school sports is positively linked to academic retention and success among children and young adults.²⁷⁵ Team sports provide an additional opportunity for socialization.

Participation of Women in Organized Sports

Participation in organized sports remains gendered, and it starts early. Title IX, passed in 1972, calls for equal opportunity participation for females and males in federally-funded organized sports programs. However, in the 40-plus years since passage of Title IX, the gender gap in high school sports opportunities remains. In fact, the gap has widened slightly over the past decade: in 2000, 32% of girls and 43% of boys had the opportunity to participate in school sports programs; in 2010 those statistics were 41% for girls compared with 53% of boys.²⁷⁶

The representation of women in sports as leaders, coaches and mentors mirrors this inequity. Women currently comprise approximately 10% of all high school athletic directors and less than 20% of college athletic directors.²⁷⁷ Among the National Collegiate Athletic Association's (NCAA) Division I institutions, only 2% of men's teams have women as head coaches; however, nearly 60% of women's teams have men as head coaches.²⁷⁸ Sports such as field hockey, lacrosse, golf and softball have the highest percentage of women coaches, while cross country, swimming, track and field, diving and skiing have the least.

Health and Human Services Guidelines on Physical Activity

CHILDREN AND YOUTH

The U.S. Department of Health and Human Services recommends that all children age 6 and older engage in 60 minutes or more of physical activity every day to promote good health.²⁷⁹ National Health and Nutrition Examination Surveys indicate only 25% of U.S. children 6 to 15 years of age meet these recommendations.²⁸⁰

Furthermore, fewer girls than boys meet the 60-minute daily minimum, and this gender disparity widens through adolescence. At age 11, 24% of girls report at least an hour of daily physical activity. By age 15, though, that percentage drops to 17%, compared with 33% of boys.²⁸¹

School sports programs, recess activities or other unstructured play should provide sufficient activity for children. Organized sport participation through schools or community organizations alone can contribute up to 60% of daily activity. However, only 57% of white girls, 47% of African-American girls and 45% of Latinas participate on at least one community or sports team.²⁸²

275 Women's Sports Foundation (May 2015). *Her Life Depends on it III: Sport, Physical Activity, and the Health and Well-Being of American Girls and Women*. <http://www.WomensSportsFoundation.org>

276 Sabo, D. and Veliz, P. (2013). *The Decade of Decline: Gender Equity in High School Sports*. Sport, Health and Activity Research and Policy Center for Women and Girls, University of Michigan and Women's Sports Foundation. <http://www.ns.umich.edu/new/releases/20836-high-school-sports-girls-losing-gender-equity-game>

277 Women's Sports Foundation (May 2015). *Her Life Depends on it III: Sport, Physical Activity, and the Health and Well-Being of American Girls and Women*. <http://www.WomensSportsFoundation.org>

278 LaVoi, N.M. (2016) *Head coaches of women's collegiate teams: A report on select NCAA Division-I institutions, 2015-16*. Minneapolis. The Tucker Center for Research on Girls and Women in Sport. <http://www.TuckerCenter.org>

279 U.S. Department of Health and Human Services, National Institutes of Health. 2008 Physical Activity Guidelines for Americans. <https://www.nhlbi.nih.gov/health-topics/topics/phys/recommend>

280 Katzmarzyk, P. (2014). *The 2014 United States report card on physical activity for children and youth (Figure 3)*. Washington, DC: National Physical Activity Plan. http://www.physicalactivityplan.org/reportcard/NationalReportCard_longform_final%20for%20web.pdf

281 *Ibid.*

282 *Ibid.* (Figure 9)

ADULTS

For adults up to the age of 65 years, Health and Human Services recommends 1 to 2.5 hours of moderate aerobic activity or 1.25 hours of vigorous-intensity activity per week.²⁸³ The Institute for Health Metrics and Evaluation estimated that only 53% of women across the United States (and 56% of men) engaged in sufficient physical activity. Californians are somewhat more active, with 59% of California's women and 61% men engaging in sufficient physical activity.²⁸⁴

It is recommended that adults ages 65 years and over be as physically active as individual abilities and condition allow.

Physical Health Benefits of Activity

Physical activity protects the body's health in a number of ways. It is associated with:

- lower blood pressure;
- lower blood levels of glucose and cholesterol;
- regulating and maintaining a healthy body weight; and
- a lower rate of cardiovascular disease (heart disease and stroke) and cancer, two leading causes of death in women across the state, the nation and the world.²⁸⁵

HEART DISEASE AND STROKE

A third of all women's deaths worldwide²⁸⁶ and over one-third (37%) of the deaths of California women are from cardiovascular disease.²⁸⁷ Recognizing the unique risk factors to women's health, the American Heart Association has updated its physical activity guidelines for the prevention of cardiovascular disease in women.²⁸⁸ Based on multiple clinical studies, the guidelines (2.5 hours of moderate intensity or 1.25 hours of vigorous intensity activity each week) have been updated to include additional considerations, among them:

- Aerobic activity should be performed in episodes of 10 minutes throughout the week; and
- For women who need to lose weight, a minimum of 60-90 minutes of moderate physical activity is advised on a daily basis.

Studies have shown that physical activity is associated with health benefits and, in general, more physical activity provides more health benefits. Women who engage in physical activity for less than an hour per week have 1.5 times the risk of developing coronary heart disease than women who do more than 3 hours per week. Women and men who walk at least two hours a week reduced their incidence of premature death from cardiovascular disease by about 50% relative to those who were physically inactive.²⁸⁹

283 U.S. Department of Health and Human Services, National Institutes of Health. 2008 Physical Activity Guidelines for Americans. <https://www.nhlbi.nih.gov/health-topics/topics/phys/recommend>

284 Dwyer-Lindgren L, Freedman GD, Engell RE, Fleming TR, Lim SS, Murray CJL, Mokdad AH. Prevalence of physical activity and obesity in U.S. counties, 2001-2011: a road map for action. *Population Health Metrics*. 2013; 11:7. <http://www.healthdata.org/research-article/prevalence-physical-activity-and-obesity-us-counties-2001-2011-road-map-action>

285 World Heart Federation. Physical inactivity and cardiovascular diseases. <http://www.world-heart-federation.org/cardiovascular-health/cardiovascular-disease-risk-factors/physical-inactivity/>

286 Pilote, L, Dasgupta K, Guru V, et al (2007). A comprehensive view of sex-specific issues related to cardiovascular disease. *CMAJ* 176 (6) S1-44. <http://www.ncbi.nlm.nih.gov/pubmed/17353516>

287 Centers for Disease Control and Prevention, National Center for Health Statistics. Underlying Cause of Death 1999-2012 on CDC WONDER Online Database, released 2014. <http://wonder.cdc.gov/ucd-icd10.html>

288 American Heart Association (2011). Effectiveness-based guidelines for the prevention of cardiovascular disease in women—2011 update. A guideline from the American Heart Association. *Circulation* (March 22, 2011) <http://circ.ahajournals.org/content/123/11/1243.full.pdf>

289 World Heart Federation. (1) Physical inactivity and cardiovascular diseases; (2) Cardiovascular disease in women (2012). <http://www.world-heart-federation.org/cardiovascular-health/>

CANCERS

Multiple studies in the United States and around the world are finding that physical activity is linked to a reduced risk of cancer, especially colon and breast cancer.²⁹⁰

- *Colorectal cancer* has been one of the most extensively studied cancers in relation to physical activities. Many studies have consistently found that adults who increase their physical activity can reduce their risk of developing colon cancer by 30-40% relative to those who are sedentary, with greatest risk reduction among those who are most active.²⁹¹
- *Breast cancer* has also been extensively studied with respect to its incidence in relation to physical activity. Most studies indicate that physically active women have a lower risk of developing breast cancer than inactive women; however, the extent of the risk reduction in more than 60 studies carried out on four continents was found to vary widely between 20-80%. This benefit is seen in both pre- and postmenopausal women, but there is also evidence that vigorous activity during adolescence may protect against the disease.²⁹² Most studies suggest that even 30 to 60 minutes a day of moderate- to high-intensity activity is associated with a reduction in breast cancer risk.

While the effect of physical activity on cancer survival in general is still being debated, a review of 17 studies revealed a positive relation between women's physical activity and improved cancer survival rates—and specifically of surviving breast cancer.²⁹³

OSTEOPOROSIS

Osteoporosis, characterized by weakened and fragile bone tissue, is a disease that predominantly affects women. Studies suggest that approximately 50% of women age 50 and older will break a bone at some point in their lifetime due to osteoporosis. Women are at greater risk for osteoporosis than men primarily for two reasons: they tend to have smaller bones than males and women have a higher body level of estrogen, a hormone which protects bone strength.²⁹⁴ However, estrogen levels decrease sharply after menopause, accelerating the prevalence of osteoporosis in older women.

Regular physical activity has been associated with building and maintaining bone density. Vigorous activity (hiking, jogging, etc.) and resistance exercises that involve lifting a weight against gravity have been found particularly effective. Physical activity has been found to increase bone health in both girls and boys, particularly before puberty.²⁹⁵ By building bone mass in the formative years, adolescents can begin adulthood with a larger bone mass that will mitigate the onset of osteoporosis.

290 National Cancer Institute, National Institutes of Health (2009). Physical Activity and Cancer Fact Sheet. <http://www.cancer.gov/about-cancer/causes-prevention/risk/obesity/physical-activity-fact-sheet>

291 *Ibid.*

292 Fontein, D., De Glas, N., Duijm, M., Bastiaannet, E., Portielje, J., Van de Velde, C. and Liefers, G. (2014). Age and the effect of physical activity on breast cancer survival: a systematic review. *Cancer Treatment Reviews* 39, 958-965. Findings retrieved from <http://www.cancertreatmentreviews.com/issues>

293 *Ibid.*

294 National Osteoporosis Foundation (May 2013). News release: NOF Encourages Women to Break Free from Osteoporosis in Honor of National Women's Health Week. <http://www.nof.org>

295 Meyer, U, Romann, M, et al. (2011). Effect of a general school-based physical activity intervention on bone mineral content and density: a cluster-randomized controlled trial. *Bone* 48(4): 792-7. 2010 Elsevier Inc. <http://www.ncbi.nlm.nih.gov/pubmed/2116733>

Mental Health Benefits

Nine percent of California's women report depression.²⁹⁶ While fewer women than men die from suicide, women are more likely than men to make suicide plans or to attempt suicide.²⁹⁷

DEPRESSION AND SUICIDALITY

A recent study considered the effects of physical activity on symptoms of depression by examining data from nearly 1,000 women and 1,000 men who were roughly 30 years of age. For women, increased physical activity was associated with decreases in depressive symptoms, including hypersomnia (sleepiness), excessive/irrational guilt and suicidality.²⁹⁸

Academic Success

A recent literature review focused on 50 studies that explored the association between school-based physical activity and academic performance among school-aged youth.²⁹⁹ Researchers concluded that there was substantial evidence that physical activity can:

- improve academic achievement, including grades and standardized test scores; and
- have a positive impact on cognitive skills, attitudes and academic behavior, by enhancing concentration and attention as well as improved classroom behavior.³⁰⁰

There is a similar positive association between schools' sport participation rates and enrollment rates in Advanced Placement courses—specifically in math, science and foreign language areas. An examination of 4,600 public high schools during the 2009-2010 school year showed that the sports participation rate of girls has a greater positive relation to AP enrollment than that for boys.³⁰¹

For incoming college students, survey data collected from students nationwide³⁰² leads researchers to conclude that the more time women devote to exercise and sports, the greater their physical and emotional health, the lower the stress and the greater the drive to achieve. There is also a positive association with higher academic degree aspirations and better college grades. For male students, spending more time on exercise and sports has the opposite effect of being associated with lower college grades.³⁰³

296 Zahnd, E. and Wyn, R. and Holtby, S. Health Needs of California Women Reporting Serious Psychological Distress and Chronic Health Conditions. Women's Health Brief: October 2014. Public Health Institute (October 2014). <http://www.phi.org/>

297 Lipari, R. and Piscopo, K., Kroutil, L. and Miller, G.K. Suicidal thoughts and behavior among adults: Results from the 2014 SAMHSA National Survey on Drug Use and Health. (NSDUH) Data Review (September 2015). <http://www.samhsa.gov/data/sites/default/files/NSDUH-FRR2-2014/NSDUH-FRR2-2014.pdf>

298 McKeircher, C., Patton, G.C., Schmidt, M.D., Venn, A.J., Dwyer, T. and Sanderson, K. (2013). Physical activity and depression symptom profiles in young men and women with major depression. *Psychosomatic Medicine* 75, 366-374. http://journals.lww.com/psychosomaticmedicine/Abstract/2013/0500/Physical_Activity_and_Depression_Symptom_Profiles.6.aspx

299 Rasberry, C., Lee S, Leah R, Laris B, Russell L, Coyle K and Nihiser, A. (2011). Association between school physical activity and academic performance: A systematic review of the literature. *Preventive Medicine* 52, S10-S20. Or see: Centers for Disease Control and Prevention (2010). The association between school-based physical activity, including physical education and academic performance. Atlanta: U.S. Department of Health and Human Services. <http://www.sciencedirect.com/science/journal/00917435/52/supp/5>

300 Donnelly JE and Lambourne K. (2011). Classroom-based physical activity, cognition and academic achievement. *Preventive Medicine* 52 Suppl. 1, S36-42. <http://www.sciencedirect.com/science/journal/00917435/52/supp/5>

301 Veliz, P. and Shakib, S. (2014) Gender, academics and interscholastic sports participation at the school level: A gender-specific analysis of the relationship between interscholastic sports participation and AP enrollment. *Sociological Focus* 47, 101-120. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4043378/>

302 The survey, referred to as The Freshman Survey, is administered to incoming college freshmen throughout the country by the Higher Education Research Institute located at UCLA.

303 Sax, Linda J., (2008). *The Gender Gap in College: Maximizing the Developmental Potential of Women and Men*, San Francisco: Jossey-Bass.

Sports Economics by Gender

COLLEGIATE FUNDING

Women athletes receive 45% of college sport scholarship dollars and women's programs receive 40% of sport operating dollars. These figures are roughly proportional to the 43% of program opportunities available to women.³⁰⁴

SALARIES OF COLLEGE HEAD COACHES

Although coaching salaries vary by sport, by gender and by conference, most college coaches make considerably more than faculty in other departments.³⁰⁵ Coaches of men's teams (only 2% are women) are paid better than coaches of women's teams: the average salary for head coaches of men's teams is \$490,364 while for women's teams it's \$149,473.

For women's teams, where 40% of coaches are female, salaries of female head coaches more closely match those of their male counterparts. In the NCAA's Big Ten Conference, for example, the average salaries of female coaches of women's teams were found to be slightly more than male coaches of women's teams: \$130,000 to \$113,000, respectively.³⁰⁶

PROFESSIONAL SPORTS

These economic disparities are exaggerated in professional sports. As examples:³⁰⁷

- In basketball, the minimum 2015 salary of NBA players was \$525,093, while the maximum was \$16.4 million. WNBA players had a minimum 2015 salary of \$38,913 and a maximum of \$109,500.
- In hockey, the 25 top NHL players each earn a salary of over \$5 million (for 82 games); NWHL players earn a salary between \$10,000 and \$25,000 (for 18 games).³⁰⁸
- In golf, the 2014 PGA Tour total prize money totaled over \$340 million, compared with the 2015 LPGA Tour's total of \$61.6 million.
- In soccer, Germany's 2014 World Cup-winning men's team took home \$35 million; the 2015 U.S. Women's World Cup champions received \$2 million.

On a positive note, the ATP and WTA tennis associations provide the men's and women's champions of its grand slam tournaments with equal prize money — as do the World Marathon Majors and the World Surf League.



304 Women's Sports Foundation (May 2015). Her Life Depends on it III: Sport, Physical Activity, and the Health and Well-Being of American Girls and Women. <http://www.WomensSportsFoundation.org>

305 LaVoi, N.M. (2013). Female Coaches and Economic Inequality (unpublished poster). The Tucker Center, University of Minnesota. <http://www.cedh.umn.edu>

306 *Ibid.* (Table 1)

307 Women's Sports Foundation (2015). Pay Inequity in Athletics. <http://www.WomensSportsFoundation.org>

308 NWHL Website: 2015-16 Players Cap Pro. <http://www.nwhl.co/players/cappro/> and The 25 Highest Paid Players in the NHL. <http://www.businessinsider.com/the-25-highest-paid-players-in-the-nhl-2013/>

Contributors and Acknowledgments

EDITOR IN CHIEF

Helen Boutrous, PhD, is the chair and associate professor in the Department of History and Political Science at Mount Saint Mary's University. She received her PhD in American Government from Georgetown University, her JD from the University of San Diego School of Law and her bachelor's in economics from UCLA. Dr. Boutrous' teaching areas include American government, politics and law. Her research focuses on regulatory process and policy. She has been at Mount Saint Mary's since 2004.

PROJECT MANAGER

Eleanor Siebert, PhD, is professor emerita and former provost and academic vice president of Mount Saint Mary's. She is a fellow of the American Chemical Society and active in accrediting colleges and universities in the western U.S. Dr. Siebert serves on the board of directors of the Southern California "Expanding Your Horizons" collaborative, which has the express purpose of encouraging middle school girls to pursue science and mathematics courses. She is a former board member of the National Science Teachers Association and has served as chief reader of the Advanced Placement Program in chemistry. Dr. Siebert has served at the University for more than 40 years.

EDITORS

Michael Giang, PhD, is chair of the Psychology Department at Mount Saint Mary's. He earned his PhD in psychological studies in education, at the University of California, Los Angeles. He received his master's degree in general experimental psychology from California State University, Northridge, and his bachelor's in psychology from UCLA. Dr. Giang has been published often, with his research focusing on adolescent behavior and issues of socialization, behavior and identity.

Carol Johnston, PhD, is an associate professor of education in the University's Secondary Teacher Preparation program. She received her PhD in science education from the University of California, Santa Barbara. Dr. Johnston's research interests include interactions between scientists and K-12 science teachers, particularly in the area of environmental science and sustainability. She also has prior experience as a chemical engineer and as a teacher of physics, chemistry and math at the high school level. Johnston has served as a faculty member in Mount Saint Mary's Education Department for more than seven years.

Sarah Shealy, MSN, is an assistant professor of nursing in Mount Saint Mary's accelerated BSN program. She earned her bachelor's in Chinese studies from Wellesley College and her MSN from Yale University School of Nursing. An expert in women's health, Shealy is a certified nurse-midwife and a board-certified lactation consultant. Her research interests include the use of art to enhance clinical observation skills in nursing students. She has taught at Mount Saint Mary's for a decade. In addition to being a member of the Report's editing team, Shealy also co-authored the Physical Health chapter.

AUTHORS

Eloiza Alcaraz, PsyD, assistant professor of psychology, is an alumna of Mount Saint Mary's, where she earned her MS degree in counseling psychology. She received an MA and a PsyD in clinical psychology from Alliant International University. Dr. Alcaraz's clinical work focuses on children and adolescents who are affected by trauma. Her research interests are traditional/indigenous practices and cultural competency in Latino mental health. Dr. Alcaraz has served as a faculty member in the University's Psychology Department for five years. She co-authored the Mental Health chapter.

Madeleine D. Bruning, EdD, is an associate professor of nursing at Mount Saint Mary's, as well as an assistant professor of clinical pediatrics at USC's Keck School of Medicine. She is an advanced practice, nationally certified pediatric nurse practitioner in primary pediatrics. Her expertise is in caring for underserved, medically marginalized children and families, with a focus on the special needs of children of veteran families. Dr. Bruning serves as student veteran liaison at Mount Saint Mary's, develops strategies for re-integration of veteran students into higher education and leads multiple collaborative efforts with USC Center for Innovations and Research on Veterans and Military Families and the School of Social Work. She has taught at Mount Saint Mary's for two decades, and authored the Veterans chapter in this Report.

Jackie Filla, PhD, is an associate professor of political science at the University. She earned her bachelor's degree from California State University, Fullerton, and her MA and PhD in political science from the University of California, Riverside. Dr. Filla, who came to the Mount three years ago, also plays a key role in organizing Mount Saint Mary's annual Ready to Run™ program, a nonpartisan campaign training designed to equip more women to run for elective office and get involved in public service. She authored the chapters in this year's Report on Employment & Earnings and Political Leadership.

Michelle French, EdD, is an associate professor and director of Mount Saint Mary's Department of Business Administration in the University's Associate in Arts Program. Dr. French earned her MBA and EdD in organizational leadership from Pepperdine University. Her research interests include wellbeing in organizations and meaning-mission fit — the process through which people find and fulfill their meaning in life and work. Dr. French has taught at Mount Saint Mary's for 10 years. She authored the Women & Business chapter.

Shani Habibi, PhD, is an assistant professor of psychology in the University's Graduate Division psychology program. She is a licensed clinical psychologist who received her PhD in clinical psychology, with an emphasis in multicultural communications, from the California School of Professional Psychology at Alliant International University. Dr. Habibi's main research interests include gender differences and substance use. She has taught at Mount Saint Mary's for four years now, and co-authored the Mental Health chapter in this year's Report.

Nicole Amber Haggard, PhD, is an assistant professor in Mount Saint Mary's Film, Media and Communication department. She received her doctorate in American studies from Saint Louis University, culminating in the interdisciplinary doctoral project, "Race, Sex and Hollywood" which traces how the historical intersection of race and gender in the motion picture industry has impacted modern American cinema. Dr. Haggard's current research and teaching revolves around diversity and social justice in U.S. culture; she also works as a media diversity consultant. Dr. Haggard joined Mount Saint Mary's in 2014, and authored the Film & Television chapter.

Stephen Inrig, PhD, is director of health policy and management in Mount Saint Mary's Graduate Division, and also serves as director of interdisciplinary healthcare research. He earned his PhD in the history of medicine and health policy from Duke University, and his MS in clinical sciences from the University of Texas, Southwestern Medical School. Dr. Inrig conducts research on the social determinants of health and the influence of health policies on vulnerable populations. His peer-reviewed research has explored the role of local, state, federal and global policy on people at risk for HIV, cancer and mental illness. He came to the University in 2014, and co-authored the Physical Health and Poverty chapters.

Abigail Rea, MSN, has been a full-time instructor in Mount Saint Mary's traditional bachelor's of science in nursing program for four years. She earned her BSN from Northern Illinois University and her MSN from the University of Colorado as a clinical nurse specialist in forensic nursing. For the past 14 years, Rea has worked as a Sexual Assault Forensic Examiner (SAFE), providing specialized nursing care to survivors of sexual assault. She is employed as a SAFE for the Rape Treatment Center at UCLA Santa Monica Hospital. Rea wrote the chapter on Violence.

ACKNOWLEDGMENTS

Ann McElaney-Johnson, PhD, President
George Arnold, PhD, Interim Provost and Academic Vice President
Stephanie Cubba, DPA, Vice President for Institutional Advancement
Kimberly Kenny, Associate Vice President for Institutional Advancement
Willow Bunu, MSI, Fact Checker and Research Assistant
Sarah Scopio, MA, Proofreading
Jazlin Romero, Proofreading
Roberto San Luis, San Luis Design, Graphic Design
Debbie Ream, Director, Communications and Marketing
Phillip Jordan, Manager, Communications and Marketing
Geena Davis Institute on Gender in Media at Mount Saint Mary's University
Center for Academic Innovation and Creativity at Mount Saint Mary's University
Maria R. Suchard, senior data manager, HERI, UCLA Graduate School of Education and Information Studies

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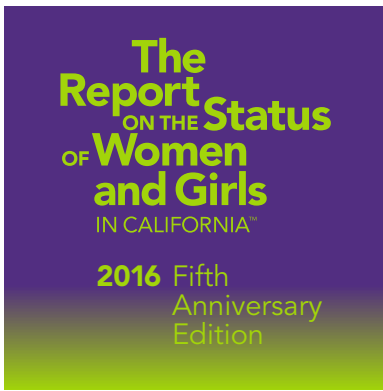
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PREPARED BY
Mount Saint Mary's University
Center for the Advancement of Women



Chalon Campus
12001 Chalon Rd.
Los Angeles, CA 90049

Doheny Campus
10 Chester Place
Los Angeles, CA 90007

msmu.edu



For more information on this report:
msmu.edu/statusofwomen
213.477.2764

This Report is made possible, in part, by the support of the following:

